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CAUT ACPPU
BULLETIN

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Vol. 44, No. 6—June 1997 juin

Lessons from York University

Structure & Anatomy of a Faculty Strike

York University — Record eight week strike ends.

On May 14 the academic staff at York University ended the longest strike in an English-speaking university in Canada by a vote of 74.9 per cent and in a separate ballot voted "no confidence" in their administration by a margin of 79 per cent.

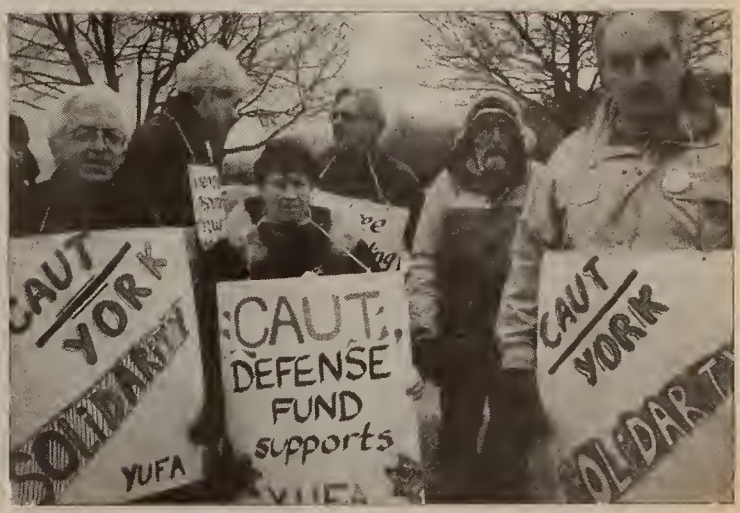
How did York get itself into such a mess?

The strike was a long time in coming. The collective agreement had been effectively frozen for three years because of the Social Contract in Ontario. York had the bad luck to be negotiating for the previous year when the social contract legislation was imposed and thus had an extra year of a virtual freeze. York's salary position relative to the other Ontario universities had dropped like a stone from fourth to twelfth place.

More seriously, the administration treated the York University Faculty Association as having little account. Members of the faculty association considered that the collegial structure of the university had been seriously eroded by the current administration which they thought was far too prone to listen to its business masters on the board than to the faculty and the students.

Negotiations began in February 1996 and slowly ground to a halt as it was apparent the administration wanted to strip the contract of some key provisions. The union was perceived to be ineffective and divided. The employer decided this was a golden opportunity to destroy the influence of the faculty association, undermine the collective agreement, and entrench managerial authority in running the university.

It cynically but very effectively launched a public relations campaign to divide the union on generational lines by arguing that York had a Cadillac retirement plan the cost of which precluded the administration from making a good salary offer which would benefit the younger generation. Those who believed them would eventually be disabused, but it would take more than a year before this would happen.



Meanwhile the union demanded a package that would include modest salary increases and also indicated a willingness to negotiate changes in the flexible retirement plan.

In August the administration took what is now the standard tactic of right-wing employers. They went to conciliation, treated that stage with contempt and brought it to an end as soon as they could.

See STRIKE... Page 7 ☞

Ontario Budget 1997

Universities Not R&D Labs of Private Companies

BY MICHAEL J. PIVA

While the promotion of R&D in Ontario should be encouraged, the R&D Challenge Fund announced by the Ontario government in the May 6 budget is an inappropriate use of public funds. It confuses two public objectives: the need to increase private sector investment in research and development with the need for increased funding support for university research. In fact, the program as announced by the government, threatens to drain funds from the universities to subsidize private sector research and development.

Michael Piva — Ontario's new R&D Challenge Fund is an inappropriate use of funds.

The program requires that over the ten-year span of the project, universities end up putting in twice as much money as the government. According to the proposed formula, the universities' share could be as much as $172 million in the last year of the program. This sum is greater than the combined current operating grants of Brock, Lakehead, Laurentian, Nipissing, Ryerson and Trent universities.

Over the life of the program, the universities are expected to spend $1 billion. This despite the fact that universities have had their

See ONTARIO... Page 7 ☞

La grève à York : des leçons à tirer

Le 14 mai, le corps universitaire de l'Université York a mis un terme à la plus longue grève de l'histoire des universités canadiennes-anglaises en votant à 74,9 p. 100 en faveur du retour au travail. De plus, dans un suffrage distinct, les universitaires ont exprimé à 79 p. 100 un vote de non confiance envers l'administration.

Comment l'Université York s'est-elle retrouvée dans un tel bourbier?

Le feu a couvé longtemps avant que la grève ne soit déclenchée. D'abord, la convention collective a été gelée pendant trois ans à cause du contrat social en Ontario. Les professeurs ont eu la malchance de négocier l'année précédant l'imposition de la loi sur le contrat social. Ils ont donc eu droit à une année supplémentaire de gel. Par voie de conséquence, la position des professeurs en matière salariale par rapport à leurs collègues des autres universités ontariennes a dégringolé de la quatrième à la douzième place.

Mais, ce qui est plus grave, l'administration a fait peu de cas de l'association des professeurs. Selon les membres de l'association, l'administration actuelle de l'université a sérieusement miné la structure collégiale de l'université et a été beaucoup plus encline à écouter les gestionnaires du conseil d'administration que les professeurs et les étudiants.

Voir GRÈVE... à la page 7 ☞

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Bruneau's article gets failing grade for accuracy

I am writing with reference to the article by Sandra Bruneau that appeared in the Status of Women Supplement of the April 1997 issue of the *Bulletin*, under the title "Whither Jill? A Reply to Andrew Irvine on Affirmative Action."

I am happy to see the issue of affirmative action being discussed and consider the *Bulletin* a highly appropriate place for such discussion to take place. I think, however, that the variety of strongly held feelings about the issue requires those who address it in public fora to pay particular attention to the accuracy of their citations of the views of other participants in the discussion, whether they agree with those views or not. I am sorry to say that Dr. Bruneau's contribution fails conspicuously in this regard. I am familiar with the article by Andrew Irvine that she cites and have to report that she seriously and repeatedly misrepresents its contents. She does so, moreover, in a way that, if allowed to go uncorrected, could do real harm to Professor Irvine's standing in the academic community.

I think that at the very least the *Bulletin* owes Professor Irvine a public apology and a correction of the misrepresentation of his research. Ideally, I believe it should provide him sufficient space, at least equivalent to that devoted to Dr. Bruneau's article, in which to provide his own account of his research and its implications. To do so would both redress the injury done his reputation and advance the process of open and constructive discussion of the issues involved.

DANIEL BRYANT
Pacific & Asian Studies, University of Victoria

Bruneau's accusation 'careless, unfair'

Sandra Bruneau's article "Whither Jill? A Reply to Andrew Irvine on Affirmative Action" (1997 SWC Supplement) contains a careless and unfair accusation about Professor Irvine which deserves a response. I am in a good position to provide one. Specifically, Dr. Bruneau asserts that "Men, Irvine assumes, meet and will continue to meet criteria for merit. Why? Apparently because they are men and for no other material significant reason."

This sort of unfounded gratuitous charge of sexism is unworthy of a publication such as the CAUT *Bulletin*. It is most certainly uncalled for in the case of Dr. Irvine. There is absolutely no evidence that Irvine holds men to be inherently better qualified than women or that he holds sexist or chauvinist attitudes of any kind, as Dr. Bruneau's remarks imply. Moreover his behavior in this department on all matters related to fairness and equity has been beyond reproach.

Professor Irvine is owed an apology. It would be foolish to suppose that remarks such as those of Dr. Bruneau do not have some effect on a person's reputation and standing among his or her peers, especially when they are published under the auspices of an organization like the CAUT and will be read by people most of whom are unfamiliar with Irvine or his work. Bruneau may disagree with Irvine's views about affirmative action, but in this case she has strayed from the relevant issues, and your readers should be so informed. Her ad hominem remarks are without foundation and do a disservice both to her colleague and to the debate itself.

EARL WINKLER
Head, Philosophy, University of British Columbia

ERRATUM

In the May 1997 issue of the CAUT *Bulletin* there were a number of special characters (specifically bullets, em dashes, apostrophes, quotes and fi ligatures) missing on page 14 in the AF&T Committee Report. A complete version can be found on the CAUT website. Interested readers can also obtain a replacement page 14 by contacting CAUT. We apologize for the inconvenience.

Irvine deserves to be read

Sandra Bruneau's discussion in the April *Bulletin* of Andrew Irvine's paper on equity and discrimination in university hiring (*Dialogue XXXV*, 1996) shows a fine capacity for ferreting out what Irvine "assumes," "suggests" and "hints" between the lines. But since one learns from her so little of what Irvine actually wrote on the pages of his study, I feel I should direct the attention of CAUT members to his main arguments. The key methodological claim is that evidence for systemic discrimination in hiring must compare hiring ratios with ratios of groups in the candidate pool, rather than in the population at large. The key empirical argument is that there is no evidence for recent (over a period of more than 20 years) systemic discrimination against women in Canadian university hiring. The relevance of these claims to the affirmative action debate is this: if discrimination against women is the rationale for preferential treatment of women then the argument for affirmative action fails. There is, of course, much more of interest in this long article, such as an empirical examination of the often cited role-model argument for preferential treatment. But there is no claim whatever about the greater "merit" of males as Dr. Bruneau seems to believe.

The epistemological status (as philosophers like to say) of Irvine's two central claims are obviously quite different in epistemological status (as philosophers like to say). His empirical claim is supported in considerable detail by Statistics Canada data. The data in fact supports a proposition that is even stronger than Irvine's main claim, viz., that there has been a tendency to favor women in their job searches over a fairly long recent period. Short of uncovering a massive conspiracy by Canada's statisticians I do not see how the claim can be seriously challenged.

The methodological claim is, by its nature, more open to debate. The advocates of affirmative action often assume without argument the denial of this claim. (A case in point would appear to be the article by professors Drakich and Stewart comparing the hiring policies at Windsor and York in the same issue of the *Bulletin*.) But since Irvine does offer careful arguments for his claim (sect. 4), the burden of proof is surely on those who would assume its falsity.

It certainly cannot be said that Dr. Bruneau's article is a serious examination of any of Irvine's arguments. But perhaps it will serve a useful function if it leads some CAUT members to read Irvine's paper itself.

GARY WEDEKING
Philosophy, University of British Columbia

Report adds libel to insult

The CAUT Status of Women Committee has stooped to a new low with Sandra Bruneau's article, "Whither Jill? A Reply to Andrew Irvine on Affirmative Action." This article is not in any sense of the word a "reply" to Andrew Irvine's fine statistical analysis of recent hiring at Canadian universities (*Dialogue XXXV*, 1996, pp. 255-91). At best it is a reply to a figment of Dr. Bruneau's hyperactive imagination.

Dr. Bruneau repeatedly and shamelessly attributes to Professor Irvine many odious views which are nowhere to be found in the article under review — indeed, which are clearly and directly contradicted in that article. (The lack of specific page references for her attributions should have set alarm bells ringing in the minds of even the mediocre unionists who run the CAUT.)

Dr. Bruneau's disgraceful mischaracterization of Professor Irvine's article not only libels the author, it also insults the journal *Dialogue* which published it, including the editor and reviewers who approved it for publication. By suggesting that *Dialogue* would publish the kind of trash she claims the Irvine article to be, Dr. Bruneau perpetrates a serious mischief upon a respected international organ of Canadian philosophers.

Considering that the body of Professor Irvine's article is a sober — one might even say "dry" — statistical argument purporting to show that women have been significantly favoured in university hiring since the mid-1970s, relative to their availability in the qualified applicant pool, one would expect a review of it to address these statistics. But no such "reply" is to be found in "Whither Jill?" Evidently, statistical analysis is beyond the competence of this "educator." Instead, Dr. Bruneau utters such nonsense as, "But what accounts for the decrease in women hired in university if there are equal numbers of men and women who receive doctorates?" Does Dr. Bruneau not yet realize, even after having read Professor Irvine's paper and the SWC supplement itself, that women still account for only about 32 per cent of earned PhDs in Canada? Yet they account for over 40 per cent of recent hirings: that's the statistical anomaly in need of analysis. It is mind-boggling that someone could have missed this central point of Professor Irvine's article.

In short, the CAUT owes those slandered by Dr. Bruneau's hatchet-job a rather large apology. And they owe all CAUT members a more competent and balanced discussion of this important issue — a discussion which the SWC is manifestly incapable of delivering.

GRANT A. BROWN
Management, University of Lethbridge

LETTERS continue...
COURRIER suite aux... Pages 8 & 10

COMMENTS? QUESTIONS?

Letters for publication are welcome. Maximum 300 words. Publication is at the sole discretion of CAUT. CAUT will not normally print letters about individual local grievances nor those which, in its judgment, are libellous or defamatory, are on subjects which are not within the purview of CAUT's activities, or have been sufficiently discussed by other letter writers.

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The Year in Review

Managing the Effects of Cuts in Federal Transfers

EDUCATORS IN CANADA'S POST-SECONDARY institutions have a lot to respond to these days. Cuts in federal transfers are working their way through the system and most provinces are passing those cuts down to post-secondary institutions and students. We are living with the results. For students, this means a more expensive education and attacks on the quality of education. For educators, it means dealing with administrations who often show more concern for the bottom line than they do for the needs of students and educators.

Facing those challenges means making decisions and British Columbia's College Institute Educators' Association (CIEA) has favoured an activist approach. This means vigorously lobbying both the federal and liberal government on the issues that affect post-secondary education and training. It means a cordial working relationship with other educational organizations with whom we share interests and a philosophical approach. Finally, it means a recognition that we have things in common with other unions and a commitment to work with those unions through the BC Federation of Labour.

In recent years lobbying government has been a priority for CIEA. Unlike other provinces, the British Columbia government has shown a willingness not only to consult on post-secondary education and training issues, but also to listen.

Top — CIEA president Ed Lavalle (left) introduces Premier Glen Clark to delegates at the annual general meeting.

Bottom — Delegates from unions across British Columbia attended the annual general meeting held at the end of May 1997.

CIEA's Relationship with Government

In recent years lobbying government has been a priority for CIEA. In British Columbia, like other provinces, we have seen many changes in the environment for post-secondary education and training and CIEA has had input into those changes. Unlike other provinces, the British Columbia government has shown a willingness not only to consult on these issues, but also to listen. Both Premier Glen Clark and the minister responsible for post-secondary education and training, Paul Ramsey spoke to the delegates at CIEA's annual general meeting at the end of May.

This focus on working with government has had results in the areas of education policy and in relations between educators and their employers. CIEA was successful in lobbying for a Minister's task force on critical issues which will examine the effects of the budget difficulties. The objectives of the task force are to maintain access, provide employment security, and ensure administrative efficiencies. CIEA felt it was entitled to consideration based on its commitment to produce a productivity increase of 2,300 FTE students in 1997/98.

CIEA has also lobbied hard for a proper role for institution-based education. The BC government has announced it will create a new organization to co-ordinate apprenticeship and entry-level trades training in the province. CIEA became involved in this issue when it appeared there was a move to give the Ministry of Labour jurisdiction over entry-level trades training. Post-secondary education representatives had hoped to see a revitalized apprenticeship and entry-level trades training merger within the Ministry of Education, Skills and Training — the Ministry responsible for post-secondary education and training in British Columbia.

Working at the federal level, at the request of CAUT, CIEA has communicated both with the BC government and the federal government advocating that any proposed federal infrastructure program be extended to include library, laboratory research, and other educational facilities and equipment. Unfortunately, the Prime Minister's infrastructure program does not reflect this advice.

Working with the Coalition for Public Education (whose membership includes the BC Teachers Federation, the Canadian Federation of Students, the Canadian Union of Public Employees, and the Confederation of Faculty Associations of British Columbia), CIEA lobbied against federal funding cuts, producing leaflets and media training to support local lobbying efforts on campuses across the province.

CIEA was also involved in getting the issue of post-secondary education on the agenda at all-candidates meetings in the recent federal election.

Joint Bargaining

CIEA works both to support bargaining for our component members and to ensure a legal environment which supports bargaining. Last year, for the first time, unions representing faculty and staff from all of BC's public sector colleges and institutes sat down together at one table to bargain with college representatives. The result was a provincial agreement dealing with some of the key issues faculty from the different colleges had in common. This agreement dealt with issues such as a common salary scale, job security, and contracting out of work.

In some instances, this process has been frustrated. BC's Open Learning Agency, an institution specializing in distance education, has acted to frustrate the bargaining process with its employees and CIEA is currently filing a number of complaints at the Labour Relations Board against this institution.

CIEA's Allies

CIEA has not been alone in its efforts to support, both its membership and public education in British Columbia. It benefits from its links with other major organizations of the professoriate and librarians, such as CAUT. CAUT has provided formidable access to pan-Canadian post-secondary issues. CAUT's briefs, lobbying, policies, and conferences continue to make a contribution to CIEA's objectives. CAUT provides leadership in issues such as academic freedom and governance policies and raises new issues and concerns such as the deficiencies of recent copyright legislation.

Coalitions with other organizations also strengthen CIEA's work — none more so than the alliance with the Canadian Federation of Students (BC) with whom we have a firm relationship developed over time and through action. A recent threat of provincial cuts to adult basic education were withdrawn after a short but spirited campaign by CIEA, the Canadian Federation of Students (BC), and the Committee of Deans of Development Education.

CIEA's opposition to reductions in the number of university transfer courses by Northwest Community College in Terrace was joined by students as well as being supported by many community groups.

CIEA also has an ongoing working alliance with the Confederation of University Faculty Associations of BC through joint lobbying efforts against federal cutbacks.

CIEA's link within the broad labour movement is through its affiliation with the BC Federation of Labour. In every respect this affiliation has been positive. As a member of the BC Federation of Labour and the Coalition for Public Education, CIEA has been part of a team supporting common aims to provide affordable and accessible post-secondary education and training in the province. CIEA has had access to consultative and decision-making processes at the Federation that have permitted a more effective advocacy for CIEA members. In the last year CIEA participated at the Federation's Executive Council, in the Public Sector Executive Committee, in the Special Committee on Apprenticeship and Trades Training, in the work of Federation standing committees, and its annual convention.

While working under the Federation umbrella, CIEA has also cooperated with other unions. The British Columbia Government and Service Employees Union (BCGEU) represents non-CIEA members in a number of colleges and university-colleges. The two unions face many common issues. CIEA and the BCGEU worked together in the development of the provincial agreement. CIEA has also worked with the BCGEU to lobby for a larger role for public education in the various training programs emerging from government programs such as the BC Benefits "Welfare to Work" program and Forest Renewal.

CIEA is proud of the service it provides. It has a high level of competency in bargaining, contract enforcement, advocacy of statutory rights and lobbying. CIEA is supported in its work by being part of a strong alliance of organizations both provincially and nationally who are committed to providing better access and jobs for both educators and students. ■

The CIEA feature was prepared by the Communications and Research Department of the College Institute Educators' Association.

Highlights of the 42nd Council Meeting

- *Special Presentation for Kanatia* — This year marks the 25th year that Kanatia Consulting Inc. has been providing a variety of insurance plans for CAUT members. In recognition of this Council honoured Mr. Jim Howell and Mr. Doug Power of Kanatia with a special presentation commemorating the 25 years of service.
- *1997 CAUT Awards* — CAUT Council unanimously approved granting the 1997 Sarah Shorten Award to Dr. Susan Jackel of the University of Alberta. Council also unanimously approved granting the 1997 Academic Librarians' Distinguished Service Award to Gwendolyn Ebbett of the University of Windsor. Award presentations will take place at the November 1997 meeting of Council.

New Formula Approved for Certification Costs

For many years CAUT has financially assisted member associations with legal costs associated with union certification. At the initiative of the CAUT Executive and the CAUT Collective Bargaining & Economic Benefits Committee, CAUT Council approved a series of revisions to the existing policy. The revisions clarify the procedures that must be followed to obtain CAUT support for certification, and in particular emphasize a requirement to make better use of CAUT resources. In addition, the revised policy includes a new formula for the allocation of costs between CAUT and the member association. The new policy caps the CAUT subsidy and offers assistance beyond the subsidized amount in the form of a loan.

Policy Statement on Investigational Procedures

The CAUT Academic Freedom & Tenure Committee has developed a revised set of procedures to be followed in situations where formal committees of inquiry and investigating committees are created. The revised policy, (re-titled "Policy Statement on CAUT Committees of Inquiry and Investigating Committees") received approval of CAUT Council in May. The policy outlines the procedures to be followed by individuals and member associations for complaints to the AF&T Committee as well as the procedures and terms of reference that will be followed by the Committee itself.

Not Your Average Council

International Conference on Academic Freedom, Politics & the Future of the University celebrates Don Savage's 27 years of service as CAUT Executive Director

On May 2, CAUT celebrated Don Savage's twenty-seven years of service as Executive Director with a notable series of talks and discussions on academic freedom, political thought and action and their implications for the future of the university.

The four major speakers at the May 2 International Conference discussed CAUT's history of commitment to academic freedom, and its political work in ensuring academic freedom will continue to flourish here and abroad.

Canada's foremost historian of academic freedom, Professor Michiel Horn (York University) began by showing in an opening address to 140 delegates, not only how Canadian universities became committed to academic freedom — but also how recently.

There was, said Professor Horn, no "golden age" in the history of academic freedom in Canada, and academic freedom remains under threat. Retrograde administrators and interventionist politicians continue to put pressure on critically minded academics, just as they did between and before the Wars. But there are new pressures, a new self-censorship; a certain willingness to restrict academic inquiry to narrow and apparently harmless research, and a tendency to stay out of public argument and dispute on the great questions of the day.

Paul Zeleza (University of Illinois, and longtime colleague of Don Savage in African studies) and Mary Burgan (General Secretary, American Association of University Professors) showed that attacks on academic freedom in North American and in Africa have surprisingly similar roots.

Guest speakers Michiel Horn, Paul Zeleza & Mary Burgan at the international conference.

In Africa, close bureaucratic ties between the state and the academy are a constant menace to academic freedom. In the name of combatting neo colonialism, too many African states suppress free inquiry and teaching, and limit the conversation between the professoriate and the people.

In the United States, the politicization of boards of governors has led many of them to become highly interventionist, thus allowing either new and risky openings for the direct involvement of the "religious right," or for the imposition of "business think" on teaching and research.

Professor Daniel Soberman, emeritus professor of law at Queen's University and recipient of CAUT's Milner Award, helped synthesize the work of the entire conference, showing how the recent development of academic freedom could be understood in the perspective of the common academic and social goals of the professoriate everywhere.

Don Savage closed the conference with a talk looking back over recent decades and even centuries of the history of academic freedom and looking forward to a time when politics and due process combine to make academic freedom a reality in the Canadian university.

The conference provided for intensive discussion groups, and the proceedings are to appear in the coming year in a Festschrift for Don Savage.

Every Council is "special," but President Bill Bruneau suggested "we had special reason here to celebrate the work of Don Savage. We now draw on that work in preparing for the coming decades of change." ■

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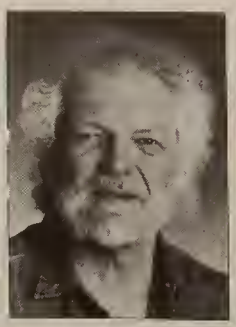

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Le prix Milner est remis à Daniel Soberman

DANIEL SOBERMAN, professeur émérite à l'Université Queen's a reçu le prix Milner à l'assemblée de mai 1997 du Conseil de l'ACPPU.

L'ACPPU a créé le prix en l'honneur de James Milner, un ancien président du Comité de la liberté universitaire et de la permanence de l'emploi. Le prix reconnaît une contribution remarquable à la cause de la liberté universitaire et est décerné pour des actions entreprises au nom de la liberté universitaire ou pour des écrits qui contribuent de manière marquée à une meilleure compréhension et à la consolidation de la liberté universitaire dans la collectivité canadienne.

Daniel Soberman, professeur émérite à l'Université Queen's a reçu le prix Milner.

Le prix a été décerné seulement six fois depuis 1971, l'année où le juge Bora Laskin en a été le premier récipiendaire.

La carrière de M. Soberman est riche et variée. Professeur d'université, il a également oeuvré à titre d'arbitre et de médiateur au sein et en dehors du milieu universitaire canadien. En outre, il a été membre et président de diverses commissions d'enquête, entre autres de la Commission canadienne des droits de la personne et de la Commission ontarienne des droits de la personne. ■

Amélioration des services aux universitaires retraités

DEPUIS PLUSIEURS ANNÉES, l'ACPPU se penche sur les services offerts à ses membres à la retraite. Des représentants de l'ACPPU ont assisté aux réunions de professeurs à la retraite convoquées à l'occasion du congrès des sociétés savantes à Montréal puis à celui tenu à l'Université Brock. M. R.D. Branmwell, professeur à la retraite de l'Université de Calgary, était l'instigateur et l'organisateur de ces réunions.

Un rapport a été déposé à l'assemblée du Conseil de novembre 1996. On y a suggéré des structures possibles pour les membres à la retraite de l'ACPPU. M. James Gibson a fait part au Conseil que des membres à la retraite étaient intéressés à participer à l'ACPPU et à maintenir leur engagement dans le milieu universitaire.

Lors de l'assemblée du Conseil de mai 1997, un projet a été présenté aux délégués visant à améliorer la qualité des services offerts aux universitaires à la retraite et à augmenter leur représentation au sein de l'ACPPU. Ce projet faisait suite aux discussions tenues sur le sujet à l'assemblée de novembre 1996 du Conseil de l'ACPPU.

Présentées en première lecture seulement à l'assemblée de mai, les recommandations, si elles sont approuvées à l'assemblée de novembre 1997 du Conseil, permettront la création d'un groupe d'universitaires à la retraite au sein de l'ACPPU. Le groupe élirait par scrutin postal un membre au Conseil de l'ACPPU.

La personne élue au Conseil jouirait des mêmes droits de parole, de vote et autres que les membres actuels du Conseil. Cette personne, toutefois, n'aurait pas de vote pondéré mais un seul vote, à l'instar des associations provinciales. Le représentant des universitaires à la retraite ne voterait pas non plus sur des questions reliées au niveau des cotisations sauf pour celui de la cotisation des membres à la retraite du personnel universitaire.

La mise sur pied du groupe permettra aux universitaires à la retraite de demeurer actifs au sein de l'ACPPU et de la collectivité universitaire. L'ACPPU profitera de leur expertise dans des domaines comme le lobbying et la retraite. L'ACPPU facilitera la communication entre les membres du groupe en lui réservant un secteur précis sur son site W3, une chronique dans le *Bulletin* ainsi qu'un local et des services de soutien au besoin. Cette association se financera grâce à l'augmentation de la cotisation annuelle des membres à la retraite qui passera de 10 $ à 25 $. Un avis de motion en faveur de cette augmentation a été déposé pour l'assemblée de mai 1998 du Conseil. ■

Faits saillants de la 42e assemblée du Conseil

- *Hommage à Kanatia* — Kanatia Consulting Inc. célèbre cette année son 25e anniversaire comme fournisseur de polices d'assurance-vie, d'assurance accident et d'assurance pour les biens professionnels aux membres de l'ACPPU. Pour souligner cet anniversaire, l'ACPPU a rendu hommage à M. Jim Howell, le président de Kanatia, et à M. Doug Power, le vice-président, lors de l'assemblée de mai.
- *Les prix de l'ACPPU* — Le Conseil de l'ACPPU a approuvé à l'unanimité la remise du prix Sarah-Shorten 1997 à Susan Jackel de l'Université de l'Alberta. Le Conseil a également approuvé à l'unanimité la remise du prix des bibliothécaires pour services émérites à Gwendolyn Ebbett, de l'Université de Windsor. Les prix seront remis à l'assemblée de novembre 1997 du Conseil.

Les frais d'accréditation

Depuis de nombreuses années, l'ACPPU aide ses associations membres à payer les frais juridiques liés à l'accréditation syndicale. À l'instigation du Comité de direction et du Comité de la négociation collective et des avantages économiques, le Conseil a approuvé plusieurs révisions à la politique actuelle. Ces révisions éclaircissent les procédures à suivre pour obtenir l'aide financière de l'ACPPU aux fins de l'accréditation. L'exigence d'une meilleure utilisation des ressources de l'ACPPU y est particulièrement mis en lumière. La politique révisée comprend en outre une nouvelle méthode de répartition des coûts entre l'ACPPU et les associations membres. La subvention de l'ACPPU est ainsi limitée et une aide financière est offerte au-delà de cette subvention sous la forme d'un *prêt*.

Les méthodes d'enquête

Le Comité de la liberté universitaire et de la permanence de l'emploi (CLUPE) de l'ACPPU a révisé les méthodes à suivre lors de la création de comités d'enquête. Le Conseil de l'ACPPU a approuvé en mai la politique révisée, dont le nouveau titre est «Énoncé de principes de l'ACPPU sur les comités d'enquête». Cette politique explique la démarche que doivent suivre les membres et les associations membres lorsqu'ils soumettent des plaintes au CLUPE. Elle énonce également la procédure que doit suivre le comité lui-même ainsi que son mandat.

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York — Sanctions Lifted
York : levée des sanctions

On May 1 the governing Council of CAUT issued a general ALERT to its members, denouncing the actions of the Board of Governors and the Administration of York University which precipitated the strike of the academic staff, and authorizing the imposition of sanctions. The ALERT is no longer in effect following the signing of a collective agreement at York University.

Le 1er mai, le Conseil de l'ACPPU a alerté ses membres contre le conseil d'administration et l'administration de l'Université York et a dénoncé leurs actions qui ont précipité la grève du corps universitaire. Le Conseil a autorisé l'imposition de sanctions. Cette alerte n'est plus en vigueur par suite de la ratification de la convention collective à l'Université York.

Standing Committees*

Academic Freedom & Tenure
Patrick O'Neill, *Acadia*, Chair
Patrick Grassick, *Calgary*
Rhoda Howard, *McMaster*
Glenna Knutson, *Lakehead*
Ian McKenna, *Lethbridge*
Clare Porac, *Victoria*

Collective Bargaining & Economic Benefits
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Status of Women
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Joan Scott, *Memorial*
Linda Paul, *Regina*
Jennifer Mather, *Lethbridge*
Jeanette Lynes, *Lakehead*

* *Ex Officio Members: CAUT President & Executive Director*

Daniel Soberman Receives Milner Memorial Award

DANIEL SOBERMAN, EMERITUS professor at Queen's University, was awarded the Milner Memorial Award at the May 1997 CAUT Council meeting.

The award was established by CAUT in honour of James Milner, a former chairperson of the Academic Freedom & Tenure Committee. It recognizes a distinguished contribution to the cause of academic freedom and is given for actions undertaken on behalf of academic freedom, or writings which contribute significantly to an understanding and strengthening of academic freedom in the Canadian community.

Daniel Soberman

There have only been six awards made since Mr. Justice Bora Laskin received the first in 1971.

Professor Soberman has had a distinguished and varied career as an academic, and as an arbitrator and mediator within and without the Canadian academic environment. He has also been a member and chair of various inquiries set up by, amongst others, the Canadian Human Rights Commission and the Ontario Human Rights Commission. ■

Proposal to Enhance Services for Retired Academic Staff

CAUT HAS BEEN EXAMINING services provided for its retired members during the past several years. CAUT representatives have attended meetings of retired faculty members which were convened at the time of the learned societies in Montreal and at Brock University. These meetings were organized and inspired by Prof. R.D. Bramwell, a retired faculty member from the University of Calgary.

A report was made to the November 1996 Council. It suggested possible new structures for CAUT retirees. As a follow-up to these discussions delegates to the May 1997 meeting were presented with a proposal aimed at improving the level of services provided to retired academic staff and to increase their representation within CAUT.

Intended as a first reading at this meeting, the recommendations, if approved at the November 1997 meeting of Council, would authorize the creation of a retired academic staff group within CAUT. The group would elect, by mail ballot, one member to CAUT Council.

The person elected to Council would have the same speaking, voting and other rights as existing members of the Council except that the member would not have a weighted vote but only one vote as is the case with provincial associations. Nor would the retired staff representative vote on questions pertaining to fee levels except in regard to the fee level for retired members of the academic staff.

Formation of the group would allow retired academic staff to continue to be active both in CAUT and in the university community. CAUT will benefit from their expertise in areas such as lobbying and retirement issues. CAUT will facilitate communication of group members, will create a specific area on the CAUT web site, make available a column in the *Bulletin* and provide office space and support services as may be required. To help finance these arrangements, a notice of motion was given to the May 1998 Council meeting to increase the annual dues paid by retired members from $10 to $25 per year. ■

CAUT Past Presidents Gather to Honour Don Savage

AS PART OF THE MAY COUNCIL meeting CAUT honoured the work of its Executive Director Don Savage. The meeting incorporated both an international conference and celebratory dinner.

The conference on "Academic Freedom, Politics, and the Future of the University," topics near and dear to Don Savage, involved speakers and participants from 3 continents and 6 countries.

Later that day, 175 Council members and guests convened at the Chateau Laurier for the retirement dinner in Don Savage's honour.

During "La Fête Sauvage" past presidents of CAUT disclosed stories about Don as funny as they were revealing. They were joined by staff members, a musical chorus (including members of the Executive and the "Maritime Mafia"), and Don's family and friends.

CAUT has been built by the members, Don would say. But as Gilbert and Sullivan would reply, "He is the very model...." ■

Don Savage (front row, centre) poses with thirteen of CAUT's past presidents in attendance at "La Fête Sauvage" at the Chateau Laurier Hotel in Ottawa on May 2. Don Savage is retiring after 27 years as Executive Director. The former CAUT presidents are (clockwise from lower left) Charles Bigelow, Joyce Lorimer, Al Sharp, Pam Smith, Ed Anderson, Peter King, Jill Vickers, Fred Wilson, Ken McGovern, John Evans, Alan Andrews, Ron Bercov, Evelyn Moore-Eyman.

Anatomy of a Faculty Strike

FROM PAGE 1

They then unilaterally stripped the contract of its provisions on retirement, changed the date for the payment of ptr increments to the detriment of the faculty, substituted their own article on retirement, and dared the union to go on strike.

This transformed the dispute into one which cut at the very heart of collective bargaining and of collegiality in the university. Members wondered which articles would be stripped next — tenure perhaps. This approach was entirely consistent with the employer's practice of trying to run the university from the top down with minimal participation by anyone else.

These tactics were initially partly successful. The union held several highly divisive meetings in the summer and early fall with a minority of members arguing vociferously that the faculty association should sign whatever the employer proposed.

However, the majority supported its Chair, Professor David Clipsham, and the faculty association executive who argued that York was in a position to pay more than originally offered and that there were important areas of equity, workload and class size, the use of new technology, and copyright which had to be addressed as well as salary and retirement issues.

Furthermore York had failed to complete negotiations on a pay equity plan, and the union wished this addressed in the collective agreement.

In this context the union resumed negotiations over the winter with the administration but with little result. It seems the employer did not see any reason to negotiate seriously since it had already imposed its preferred solution.

The faculty association then launched a counterattack on the financial analysis of the administration, arguing the employer had hidden money in various accounts that were at the discretion of the board. The board had also indicated it preferred to spend the money for other priorities such as investing heavily in high tech equipment rather than professors — equipment which in some cases failed to produce.

Pay adjustments for the senior administration and the high salary of the new president also excited comment on York campus, particularly given the freeze on faculty salaries.

The union also organized so that its leadership could meet with departments and faculties where it could discuss its negotiating position at greater length and in more detail. This tactic combined with frequent newsletters brought the membership together and ultimately led to a strike vote of 71 per cent in March of 1997.

The strike began on March 19 and lasted eight weeks. It was impressively organized. It is not easy to ensure that nine major entrances to a university are picketed all day long, but this was achieved. The organizers also ensured that there was continuous communication with about 1,000 members throughout the strike by newsletters, the use of the Internet, and by media releases.

Towards the beginning of the strike there was a highly successful rally in Nathan Phillips Square in downtown Toronto followed by a march to the offices of the chair of the board. A candlelight vigil in front of the Toronto home of the incoming president received a good deal of publicity as did a similar picket at the home of the chair of the board of governors.

The union organized a number of meetings during the strike to keep the membership informed which typically had between 500 and 600 in attendance and which on each occasion gave strong support to the leadership.

One of the more memorable moments of truth came at a meeting called by the students where all parties were present. In answer to a remark from one of the students suggesting that the board had some responsibility to its clients, a board member shouted: "I am here because I want to be, not because of you." So much for the fashionable smokescreen about students as clients.

The CAUT Defence Fund paid strike pay as an outright grant and made interest free loans to the faculty association to meet other expenses. The initial amount was one million dollars. Many faculty associations across Canada also donated funds to York University Faculty Association. In addition, trustees of the Defence Fund, the CAUT president and executive director and various members of the CAUT executive traveled to Toronto to join the picket lines.

On May 1 the governing council of CAUT gave strong support to the York University Faculty Association, invoking a general alert to all its members as a consequence of the employer's decision to strip the contract unilaterally and of the bargaining tactics of the employer — especially the refusal to arbitrate.

CAUT noted there were arbitration provisions built into the contracts at Ottawa, Queen's, Toronto, McMaster and Ryerson; that arbitration was used last year to settle the differences between the parties at Carleton; and that arbitration was part of the mediated settlement of the strike at Trent earlier this academic year.

See STRIKE... Page 12 ☞

Universities Not R&D Labs of Private Companies

FROM PAGE 1

budgets cut by 16 per cent in 1996-97 (three times the average cut to municipal services, hospitals and elementary and secondary schools). The only way that universities can find the money is by diverting expenditures from current research and teaching to the Challenge Fund. Who then will conduct the basic research upon which applied research depends?

The mission of universities is to provide post-secondary education at the highest level to all citizens who are academically qualified. Excellence in post-secondary teaching requires active engagement in research, typically basic discovery research. Basic research necessary to sustain teaching also has critically important spin-off advantages for the economy. Under the government's R&D Challenge Fund, however, the primacy of the teaching mission sustained by basic research is suddenly being overtaken by an applied research model designed exclusively in the interest of private for-profit commercial concerns.

In announcing the R&D Challenge Fund, the Finance Minister stated that its purpose is "to help the private sector take advantage of our world-class research capabilities in universities and other research institutions..." The Ontario Confederation of University Faculty Associations would support such an objective.

However, this cannot come at the expense of the government supporting the research proposals of its own Advisory Panel Report on the Future of Post-secondary Education. Just a few months ago the government's panel released a report which called for increased funding support for university research infrastructure and underscored the need for a provincial research policy on basic and applied research in the public and private research sectors. More significantly, the panel called for the government to fund universities properly, at least to the national average per capita, in order to allow the universities to continue providing the type of educational opportunities and research critical to the prosperity of the province. The Conservative budget indicates, however, that the government has little intention of implementing the panel's recommendations.

Universities are not the R&D labs of private companies. They are educational institutions. Unfortunately the government appears to believe that university research which does not have immediate or specific commercial application is of limited value. By implementing this program, the government is distorting the roles of basic research and places at risk the primacy of classroom teaching at our universities. ■

(Michael J. Piva is President of the Ontario Confederation of University Faculty Associations. Dr. Piva is ending his second term as president on June 30 and will remain active on the Board as past-president.)

La grève à l'Université York : des leçons à tirer

SUITE DE LA PAGE 1

Les négociations ont débuté en février 1996 et ont finalement été interrompues après un certain temps car, de toute évidence, l'administration voulait dépouiller le contrat de quelques uns de ses articles clés. Par ailleurs, le syndicat donnait l'impression d'être inefficace et divisé. L'employeur y a vu une occasion en or de détruire l'influence de l'association des professeurs, de saper la convention collective et d'imposer un pouvoir de gestion dans la direction de l'université.

Avec beaucoup d'efficacité et de cynisme, l'administration a lancé une campagne de relations publiques pour diviser le syndicat sur des questions de génération. Ainsi, elle a soutenu que les employés bénéficiaient d'un régime de retraite exceptionnel et qu'elle ne pouvait offrir un bon salaire dont profiterait la plus jeune génération à cause de son coût. La crédulité a finalement fait place au désabusement pour certains mais seulement au bout de plus d'un an.

Dans l'intervalle, le syndicat a déposé des offres comprenant de modestes hausses salariales et s'est montré disposé à négocier des modifications au régime de retraite souple.

En août, l'administration a adopté une tactique qui devient la norme chez les employeurs de droite. Elle est allée en conciliation, a traité cette étape avec mépris et y a mis un terme dès qu'elle l'a pu. Elle a ensuite unilatéralement dépouillé le contrat de ses dispositions sur la retraite, a modifié la date de paiement de la hausse d'échelon du progrès dans le rang, au détriment des professeurs, a imposé son propre article sur la retraite et a défié le syndicat de déclencher la grève.

Le conflit a dégénéré en une bataille qui touchait au coeur de la négociation collective et de la collégialité à l'université. Les membres se sont ensuite demandés quels seraient les prochains articles à subir le couperet, la permanence peut-être. L'attitude de l'administration est entièrement conforme à son habitude de tenter de diriger l'université de manière descendante avec une participation minimale des autres intervenants.

Au début, les tactiques de l'employeur ont partiellement réussi. Pendant l'été et au début de l'automne, le syndicat a tenu plusieurs réunions dominées par de fortes dissensions alors qu'une minorité de membres exigeait avec véhémence que l'association signe tout ce que l'employeur proposait.

Toutefois, la majorité a appuyé le président de l'association, David Clipsham, et l'exécutif qui affirmaient que l'administration pouvait payer plus que ce qu'elle avait offert et qu'il restait d'importantes questions à traiter en plus des salaires et de la retraite, notamment l'équité, la tâche, la taille des classes, l'usage des nouvelles technologies et le droit d'auteur.

Par surcroît, l'université n'a pas réussi à terminer les négociations sur un programme d'équité salariale. Le syndicat souhaitait d'ailleurs une disposition à cet effet dans la convention collective.

Dans ce contexte, le syndicat a repris les négociations avec l'administration pendant l'hiver sans grand résultat. Il semble que l'employeur ne voyait aucune raison de négocier sérieusement puisqu'il avait déjà imposé sa solution.

L'association des professeurs a alors contre-attaqué l'analyse financière de l'administration en soutenant que l'employeur cachait des fonds dans divers comptes à la discrétion du conseil d'administration. Ce dernier avait fait remarquer qu'il préférait dépenser l'argent à d'autres priorités, notamment pour l'équipement technique de pointe plutôt que pour les professeurs. Dans certains cas, l'équipement s'est révélé inefficace.

Les rajustements des salaires des cadres supérieurs et le traitement élevé de la nouvelle rectrice ont fait beaucoup jasé sur le campus, compte tenu surtout du gel du salaire des professeurs.

Le syndicat s'est organisé de manière à ce que ses dirigeants puissent rencontrer les départements et les facultés et discuter de

Voir GRÈVE... à la page II ☞

Allegations without evidence debases a scholarly journal

In the April issue of the *Bulletin*, Sandra Bruneau writes: "Men, [Andrew] Irvine assumes, meet and will continue to meet criteria for merit. Why? Apparently because they are men and for no other materially significant reason." The sort of view Bruneau is imputing to Irvine — that there are something like innate differences in intelligence that fall along gender lines — places him in the illustrious company of the Philip Rushtons and Richard Hernsteins of the world. (One must only substitute race for gender.) Most serious scholars would find this particular company unwelcome. More importantly, there is nothing that Irvine has ever written which I am familiar with — and certainly no evidence cited by Bruneau — establishing that he holds anything approximating an incendiary view of the sort Bruneau imputes to him.

If Bruneau has evidence to support her insinuation, then she should disclose it. If she does not, then both she and CAUT should publish a prompt retraction and apology. It debases a scholarly bulletin to publish grave allegations of this sort in the absence of any supporting evidence whatsoever. It is also terribly unfair to the victims of these intellectually sloppy practices.

SAM BLACK
Philosophy, Simon Fraser University

Bruneau argument 'absurd'

Sandra Bruneau's article "Whither Jill?" in the April issue was supposedly a reply to Andrew Irvine's analysis of recent trends in hiring of men and women in universities. It is difficult to see the Bruneau article as even related to Irvine's essay, since she simply does not deal with his arguments or with his statistics. Instead, she takes it for granted that women are being discriminated against, and that they "should" be hired and promoted beyond the present levels. No evidence for such discrimination is forthcoming. Apparently assertion is enough.

Moreover, she imputes to Irvine opinions which he has not uttered (e.g., that women are responsible for declining standards). Most absurd of all, she proposes that somehow being a homemaker and child care worker should count as credit towards academic credentials. So instead of counting publications we should perhaps count offspring? I would suggest that homemaking and motherhood are in themselves important and rewarding activities, but the rewards must be in the appropriate domain.

We also hear once again the familiar feminist complaint that women may not be attracted to (and hence should be excused from compliance in?) a system which requires dedication, hard work, publication, and defence of one's ideas. The old adage "If you don't like the heat, stay out of the kitchen" inevitably comes to mind.

Your readers, and Professor Irivine, deserve better than this.

DOREEN KIMURA
Psychology, The University of Western Ontario

A world of learning?

As usual, reading through the "Status of Women Supplement" is an educational, though depressing, experience. How long some of the changes are taking! Isn't it ironic to work in a "world of learning" and yet experience attitudes, often on a daily basis, which tend to disenfranchise over half of the universities' employees? Our point of view and contributions are just as important.

What threat do we pose, that those in positions of authority so enjoy silencing us? Diversity, in all its manifestations, should be encouraged, especially when our institutions are under financial siege by all levels of government and our recessionary economy. Many of us made conscious decisions to work in the higher education field to the detriment of our future pensions. Civility and empowerment should be "givens."

D. MCLEAN-LOWE
Erindale College Library, University of Toronto

More apt title would have been 'Whither Reason?'

Sandra Bruneau's pathetic article, "Whither Jill? A Reply to Andrew Irvine on Affirmative Action," is seriously mistitled. A more astute editor would have published it, if at all, under the banner "Whither Reason? Jill's Reply to Her Private Fantasies About Andrew Irvine on Affirmative Action."

Bruneau's article demonstrates an inability or unwillingness to understand or to retain Irvine's clearly-stated argument.[1] At the same time, Bruneau over-reacts to claims nowhere made by Irvine, and she formulates ill-conceived rejoinders to views nowhere espoused by Irvine.

Bruneau describes Irvine's objective statistical survey as "incendiary" because she cannot stomach its findings: that females are over-represented in the Academy with respect to relative proportions of hirings from respective qualified applicant pools. Males are under-represented and are therefore disfavoured (unfairly, on the basis of gender) by current hiring policies that favour females (unfairly, on the basis of gender). Since gender bias in hiring is contrary to enlightened egalitarianism (of which Irvine is in fact a proponent), and since criteria of merit alone are pertinent to a candidate's employment prospects, it follows that policies favoring females and disfavoring males on the basis of gender alone ought to be amended accordingly.

But Bruneau and her ilk are not enlightened egalitarians: they are misguided sexists. According to Bruneau's sophomoric system of head-counting, that there are fewer females than males in certain positions signals a "situation" that needs to be rectified. That fewer females than males seek some positions (and that fewer males than females seek others) owes to many causes. Some causes rest ultimately on a substrate of biological sex difference, which will not be eradicated by wishful fantasizing. Other causes rest on a tradition of cultural conditioning, which has lately been reversed to the extent that relatively more qualified females than males are being appointed in an Academy that once excluded females almost ubiquitously.

But this is not good enough for Bruneau and her ilk. Their typical tactic is to debase merit itself, so that a female with few publications but many offspring will be regarded as "the better candidate" than a male with many publications. Why? Because of what the female might have produced, had she not been too busy reproducing. (On that sublime view, I ought to be the best candidate precisely for those positions which I am least qualified to hold, on the grounds that I could have been perfectly qualified if only I had sought the qualifications.) Moreover, according to Bruneau, the female in question is "the better candidate" than the male because she "has demonstrated she is able to attend to...intensive caregiving." So the Academy is to be transformed into an intensive care nursery, where students will be given suck to absurd doctrines and will thereby acquire immunity to reason. The Canadian Philosophical Association, long in the vanguard of the parade celebrating the Empress's New Qualifications, shows whither Bruneau leads: the filling of unjustifiable and impossible quotas requires that merit be equated outright with gender. [2]

I do agree wholeheartedly with Bruneau that Canadians ought to be "educated" about the real causes and effects of the fictitious "situation" that she and her cohorts have reified, politicized and mythologized, and which so arouses her incendiary but irrational invective. But who will educate the educators? Bruneau should be the first to register for that course, which I will cheerfully offer as soon as well-qualified white male Canadian philosophers are once more eligible for representative employment in our home and native People's Democratic Republic.

Bruneau's article is an unwitting affront to reason. So much for pathos. We should not be concerned at all with raw numbers of appointments, be they males, females, hermaphrodites, or cherubs, in the academy; whereas we should eliminate policies that result in the appointment of unqualified people, irregardless of sex or lack thereof, who are incapable of coherent mentation. Your publication of pieces like Bruneau's, farragoes of arrant nonsense that issue from the hysteria of the critically challenged, do a profound disservice to the Academy. But while Bruneau (who apparently knows no better) can be reduced to harmlessness, you are a disgrace to the vocation of editorship because you (who should know better) disseminate such tripe in the guise of choicer cuts.

If you have one iota of regard for truthful and informed debate, then you owe Andrew Irvine an abundant apology, and moreover owe his article an accurate exposure.

LOUIS MARINOFF
Philosophy, The City College of New York

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1. Irvine, A. (1996), "Jack and Jill and Employment Equity," Dialogue, XXXV, 255-91.

2. See Baker, B., Boulad-Ayoub, J., Code, L., McDonald, M., Okruhlik, K., Sherwin, S., Sumner, W. (1991), Report to the Canadian Philosophical Association from the Committee to Study Hiring Policies Affecting Women, printed by the CPA. See also Brown, G. (1992), The Employment Equity Empress Has No Clothes, Occasional Paper #2, The Gender Issues Education Foundation, Edmonton, Alberta.

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Women in Science & Engineering

NSERC Aims to Enhance the Profile of Women

BY JENNIFER A. MATHER

HISTORICALLY, WOMEN HAVE played a small part in the sciences in Canada, a fact which NSERC ultimately recognized as a problem that warranted examining "the various ways in which the agency could enhance the participation of women in its programs."

NSERC's first step was to establish a Task Force on Women in Science and Engineering, which produced a report in June of 1996. The task force comprised 10 individuals from graduate students to a university president and from zoology to engineering, with Dr. Paula Caplan as advisor.

The task force first reviewed what combination of factors acting on women in science in Canada caused the number of women in faculty positions to be small and their visibility low. They recognized the continuing uneven representation of men and women students in the physical sciences and engineering despite an improvement over time and the contrasting equal representation in the natural sciences.

They noted that recent enrolment increases for women "may have reached a plateau and it is even possible that enrolments will start to fall again." They also noted that "a supportive environment is probably the most important aspect of attracting and retaining women as graduate students and faculty members."

Looking into the participation of women in programs supported by NSERC, the task force found that women constituted about 10 per cent of individual grant holders, seven per cent of members of collaborative grant programs and only four per cent of individuals participating in Centres of Excellence.

They noted the participation of women in Industrial Research Chairs was essentially zero, which led to the ironic comment that the Women's Faculty Awards are "often referred to as 'side-stream funding' for women," without anyone noticing that systemic discrimination leads to the Industrial Research Chairs actually being "'side-stream funding' for men."

Given these data the task force recommended 21 actions they felt would help change the under-representation of women in science. These tend to be situation-specific and can be reported in six groups.

The first action recommended reinstatement of the just-cancelled Women Faculty Awards program. Data available for the duration of this award showed that in what can be described as difficult academic times, the program had succeeded in bringing women into faculty positions.

The example of Dalhousie University was cited — of the five women hired into the sciences in the last five years, all were in the faculty award program. NSERC is currently evaluating this recommendation, and it is hoped they will then reinstate the program.

A group of actions recommended by the task force would open a window of opportunity for women researchers who often find themselves faced with major family responsibilities at the beginning of their scientific career.

NSERC has accepted the recommendation that mobility not be considered an important criterion in the awarding of postdoctoral fellowships.

The task force suggested widening the eligibility "windows" in terms of time after PhD and duration of postdoctoral programs. NSERC has agreed in principle and has explicitly noted in guidelines that the time may be longer if it includes leave for child bearing and rearing.

The third recommendation in this group — that NSERC grants covet expenses for childcare during conference attendance — will also be studied. This would remove a roadblock that prevents some women with infants from attending conferences at an early stage in their career where visibility is vital. NSERC has agreed to this expenditure but only for nursing mothers.

Another pair of recommendations asked, in essence, that NSERC ensure fair and equitable assessment of men and women's capabilities and contributions be done especially in collaborative work. The task force pointed out that gendered stereotypes of academic excellence discriminate against behaviours found more often in women. NSERC has accepted recommendations to help begin this process.

The proportional membership of women on NSERC committees has recently been 11 per cent. While the task force reported that this is representative of the proportion of women in science faculties, they recognized the minority situation as a problem. One way to mitigate this isolation is their recommendation to ensure that two women are appointed to each committee. NSERC has accomplished this for over half of its committees for 1996-1997. Two ways in which such appointments might be made more feasible are to open the committees to younger individuals and to ask universities to recognize the contributions that many different scientists make when they undertake this service. The TF noted particularly, again with a touch of irony, that "after ten years of tertiary education and post-doctoral experience and appointment to a university, government or industry research position, researchers are mature." NSERC has agreed to support these recommendations, which will open committee membership to a far wider number of people. Members presently tend to be both very senior in age and very stereotypically science-successful.

The task force reviewed the use of undergraduate scholarships as a way to facilitate the movement of women into the sciences. They felt that the former Undergraduate Student Research Awards program for summer work had been an excellent encouragement for women wanting to take up a career in science and recommended reinstatement of special scholarships for female undergraduate students ar second or third year.

NSERC has decided not to follow this recommendation yet, although it may "encourage the universities participating in the Undergraduate Student Research Awards program to direct at least 50 per cent of their awards to female students when possible."

The task force recognized that women currently working in the sciences have had a problem with visibility and even where there are women in faculty and administrative positions their significant accomplishments are often unrecognized.

One recommendation of the task force in the visibility area that has just been undertaken by NSERC was to expand the program of senior appointments for women in Canadian science. From the single Chair on Women in Engineering, five chairs have now been established (by the matching of private sector cash contributions) in areas of application rather than basic science.

This was recommended by the task force to ensure the overwhelming male identity of the Industrial Research Chair program is somewhat modified.

A second visibility recommendation of the task force is that visiting professorships for women faculty be instituted. Visiting professorships would benefit the career advancement of women receiving such visiting professorships and have a positive impact on the host institutions, which were often selected because of their lack of women faculty in the area.

The task force suggested that these visitors could come from industry as well as the university system. NSERC is studying this recommendation.

A final recommendation in this group was to search out and publicize under-reported women researchers. NSERC could profile researchers in its publications and on the Internet and inform on activities and programs to increase the proportion of women in science and compile lists of women for hiring purposes. NSERC is compiling information on women researchers and is planning to feature them on its Web site.

Finally, the task force had a whole page of recommendations for Conditions in the Universities to Foster a Greater Participation of Women. They felt that "NSERC can have an important influence on the establishment of a supportive climate in our universities." ■

(Jennifer A. Mather is with the Department of Psychology at the University of Lethbridge and is a member of CAUT's Status of Women Committee.)

At Statistics Canada

New Centre Created

IN OCTOBER 1996 STATISTICS Canada announced the creation of the Centre for Education Statistics, which will replace the current education sub-division of Statistics Canada.

As currently proposed, the work of the centre will be guided by the Canadian Education Statistics Council which is comprised of officials from Statistics Canada and from the provincial ministries responsible for education.

CAUT views this representation as inadequate and believes it is imperative that all stakeholders in post-secondary education be given a meaningful voice in the development of education policy. Restricting the advisory role to officials of provincial ministries will not provide a broad enough base for guidance.

Federal and provincial civil servants may be obliged to base their guidance on political direction and will not have the mandate to incorporate the legitimate concerns of the other major stakeholders in the education system.

CAUT has suggested that, at a minimum, the following groups should be represented: Statistics Canada, provincial education ministries, Human Resources Development Canada, the Association of Universities and Colleges of Canada, CAUT, the Canadian Society for the Study of Education, the Canadian Society for the Study of Higher Education, and the Canadian Association of Research Libraries. Thought should also be given to including post-secondary student representation or input into the council.

Over the next few months representatives of CAUT will be meeting with the staff of the new Centre for Education Statistics to provide further input into the formulation of the centre's work and programs. ■

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Irvine was scrupulous, fair

Many who read Sandra Bruneau's review (CAUT *Bulletin* — Status of Women Supplement, April 1997) of Andrew Irvine's "Jack and Jill and Employment Equity" will not have read Irvine's paper, entombed as it is in the decent obscurity of a learned journal (*Dialogue XXXV*, 1996, 255-91). Nor will her review encourage them to seek it out. This is a pity since Irvine addresses a genuine problem and, at least in my opinion, deals with it scrupulously and fairly. In a nutshell the problem is this: if, in making academic appointments, we depart from the policy of choosing simply on the basis of academic merit in order to favour the members of some sub-group of applicants — call it group A — this is unjust to more meritorious applicants, if any, who do not belong to group A, who are passed over in favour of As. And it will also entail that those appointed will be less well qualified than would have been the case had merit been the only criterion.

Can we justify a policy of "affirmative action" in favour of members of group A? Well, it could be argued that, considerations of relative merit aside, there are other appropriate reasons for wanting a larger proportion of As in the departmental mix. Or it could be argued that positive discrimination in favour of As is needed to counteract an ingrained tendency to discriminate against As.

Irvine does not ignore the first of these rationales, but his emphasis is upon the second. Has there been persistent discrimination against women applicants? From a detailed examination of evidence provided by Statistics Canada which indicates that, over the past 25 years, the proportion of qualified female applicants who have received university appointments is larger than that of male applicants, he concludes that "statistically significant, widespread discrimination against women during hiring is not now likely to be taking place, nor is it likely to have existed for at least 25 years." (p. 268) It could be argued that the appointment of a larger proportion of women reflects higher qualifications in female applicants, but the burden of proof would be on the proponents of this claim. However, if this is not the case and if there has been positive discrimination in favour of women, then there has been discrimination against men; more meritorious applicants will have been passed over in favour of less meritorious ones. This is a simple and obvious point, but Bruneau inexplicably chooses to interpret it as evidence that Irvine believes that men are more meritorious than women "because they are men and for no other materially significant reason."

What of the other possible rationale for positive discrimination in favour of women? Bruneau suggests that there are many ways in which a larger proportion of women within a department could contribute more fruitfully than men to educating "for new social circumstances" and to "making sense of a world where women play their full parts in public life and business." Irvine's approach, with its tendency to equate "standards" with "page counts of published articles" and the "percentage of doctoral graduates hired in lower ranks," "lead[s] to conclusions so embarrassing that he must keep such complicating factors out of his discussion." Irvine, in fact, says nothing about page-counting or numbers of publications. He does note that in recent years a significantly smaller proportion of women than men have had doctorates at the Assistant Professor level, but he adds that "one should not read too much into these figures." (p. 270; his emphasis) And he does not ignore the sorts of consideration to which Bruneau refers: given that Jack and Jill are of equal merit as measured by the standard criteria, "does this mean that a university might have no reason for preferring Jill to Jack? Not at all... a hiring committee might expand its evaluative procedures...ask leading candidates to give sample undergraduate lectures...allow for telephone interviews with referees, long ranges estimates concerning administrative as well as academic needs...a hiring committee may have reason to believe that, for whatever reasons, having more women on faculty will improve the university's ability to carry out its research and teaching." (pp. 279f.)

Bruneau predicts that, without a continued program of affirmative action in favour of women the "numbers of men in every rank would continue to far outweigh the numbers of women." However Irvine's figures do not support this prediction. He quotes figures showing that, whereas in the mid-60s women constituted only 18 per cent of those receiving graduate degrees, by 1990 they constituted 45 per cent. Assuming, as Irvine does, that on average women are just as meritorious as men, if appointments are made simply on the basis of merit and if the same proportion of qualified women as of men apply, then approximately as many women as men will receive appointments.

Bruneau remarks that "There are still relatively few women applicants for vacant posts..." Irvine suggests a number of remedies: "...why not implement policies that rectify the situation at its cause? Such policies may include increased or universal daycare, increased educational opportunities for women at the graduate level by means of private scholarships and fellowships, increased encouragement within the school system for young women to consider academic careers, and so on." (p. 273)

PETER REMNANT
Philosophy, University of British Columbia

Whither the standards of accuracy & coherency?

While it is nice to see that CAUT still upholds family values and allows the president's relatives to write feature columns ("Whither Jill?" — April) one ought not for that reason to neglect some of the other standards of yesteryear.

Example 1: The standard of accuracy. The accusations brought against Prof. Irvine should be made to correspond to things he has said.

Example 2: The standard of coherency. Readers would be interested to know the meaning of enigmas like "Professor Irvine remains silent on his answer to this moral question." How does he manage these silent answers?

One's curiosity is also piqued by the cryptic claim that "the idea of publish or perish may not be attractive to anyone, man or woman, who wants to ... write lots of words." One understands, of course, how perishing could be unattractive even to men. But as long as it remains possible to publish instead and one desires to 'write lots of words', it is difficult to justify that heightened presentiment of danger that the author clearly means to arouse.

The above examples bring me to my main point. Given the manifest will of CAUT to support affirmative action I think the editors should offer Mrs. Bruneau a regular column. This would have the dual advantage of leading the readers into a deeper understanding of her ideas for university reform and aiding her in her upward struggle for litetacy.

GRAEME HUNTER
Philosophy, University of Ottawa

CAUT does not vet articles or research from outside contributors, assuming academic integrity. Professor Andrew Irvine has been offered space to write a rebuttal. — ed.

Bahia University seeks partners in education

The Universidade Estadual do Sudoeste da Bahia (Southeast Bahia State University) is a multicamp system. The Rectorship is located in the town of Vitória da Conquista in the State of Bahia. The University offers courses in the area of education (sciences, physics, chemistry, mathematics, history, geography, and letters) agronomy, zoology, business administration, accountancy and nursing.

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To subsidize, enrich, and potentiate the exercise of activities embodied in the triad — instruction, research and extension, we seek interchange with other institutions in order to develop relationships of mutual knowledge, exchange of information and to open up the possibility of developing cooperative projects.

We would appreciate information regarding projects and programs being undertaken by your institution. Please send information to: Elzir da Costa Vilas Bôas (Mrs), Coordinator for Conventions and Funding, Universidade Estadual do Sudoeste da Bahia, Estrada do Bem Querer, Km 4 - Caixa Postal 95 - Cep 45 100-000 - Vitória da Conquista - Bahia - Telefone PABX: (073) 424-1143 - Fax: (073) 422-2352.

Federal minister welcomes CAUT's suggestions

Thank you for your letter of Feb. 18 concerning the federal budget measures relating to post-secondary education.

The Government of Canada recognizes its responsibility to help ensure Canadians will have continued access to a high-quality, post-secondary educational system. I have noted your support for specific measures announced in the budget, including the creation of the Canada Foundation for Innovation, the renewal of Centres of Excellence, the Industrial Research Assistance Program, Registered Savings Education Plan and tax changes to assist students and their families, the extension of interest relief under the Canada Student Loans Program, and the government's intention to pursue an income-related repayment option.

I also appreciate your suggestions regarding further improvements to student assistance. I welcome your comments and appreciate the efforts of the Canadian Association of University Teachers as part of the coalition of groups which has presented a consensus view on this issue. The recent meeting of the National Advisory Group on Student Financial Assistance in March provided an opportunity for further consideration of important issues relating to student aid in Canada, and I understand that the discussions were most useful and informative.

Over the next several months, student assistance will be the subject of a great deal of discussion, and I certainly encourage your organization to continue to play an active role. Human Resources Development Canada remains committed to consultation with all interested parties as it well recognizes and appreciates the valuable insight which groups such as the Canadian Association of University Teachers can provide in this area.

Thank you again for sharing yout views on the federal government's role in assisting post-secondary students.

PIERRE S. PETTIGREW
Minister of Human Resources Development, Canada

Discriminatory hiring practices are not the solution

The cartoon chosen for the Status of Women Supplement (April 1997 *Bulletin*) is a telling indication of how proponents of employment equity choose to place individuals into some collective based on characteristics beyond their control. Certainly to suggest that an individual bears the mark of Cain and is either the source or benefactor of past discrimination is not just.

The statistics presented in the supplement bear out how discriminatory hiring practices based on gender have become. From 1993 to 1996, 3324 women were granted doctorate degrees from Canadian universities, 31.5 per cent of the total granted. According to the 1995 data on appointments, 1494 women were in a position leading to tenure, 44.8 per cent of the appointments in that category. If we assume that these leading to tenure appointments come from the pool of recent doctoral graduates then any one female getting a PhD is almost twice (1.8 times) as likely as being hired as any one male with a PhD. Surely the low proportion of women getting doctoral degrees is the issue that needs to be addressed, but I don't think that discriminatory hiring practices are the solution.

Perhaps the advocates of equity employment should be given the job of telling qualified candidates they will not be given a position (because they are not a member of the target gender or minority) before they decide that the end justifies the means.

JOHN MARKHAM
Forestry, University of British Columbia

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La grève à l'Université York : des leçons à tirer

SUITE DE LA PAGE 7

sa position en profondeur. Grâce à cette initiative et à de fréquents bulletins d'information, le syndicat a réussi à réconcilier les membres et à obtenir, en fin de compte, un résultat de 71 p. 100 en faveur de la grève lors d'un vote tenu en mars 1997.

La grève a été déclenchée le 19 mars et a duré huit semaines. Elle a été organisée de manière impressionnante. Il n'est pas facile d'assurer le maintien quotidien de piquets de grève à neuf points d'entrée principaux de l'université. L'association a réussi ce tour de force. Pendant toute la durée de la grève, les organisateurs ont également veillé à entretenir une communication continuelle avec les quelque mille membres grâce à la diffusion de bulletins, à l'utilisation de l'internet et à des communiqués.

Vers le début de la grève, une manifestation a eu lieu au carré Nathan Phillips, au centre-ville de Toronto, qui a remporté un vif succès. Elle a été suivie d'une marche vers les bureaux du président du conseil d'administration. Une vigile à la chandelle a également eu lieu devant la demeure torontoise de la prochaine rectrice de l'université. Cette activité a fait les manchettes de même qu'une ligne de piquetage devant la demeure du président du conseil d'administration.

Le syndicat a organisé un certain nombre de réunions d'information pendant la grève qui ont attiré de 500 à 600 personnes. À chaque occasion, l'assistance a fermement appuyé les dirigeants.

L'un des grands moments de vérité s'est produit lors d'une réunion organisée par les étudiants et à laquelle ont assisté toutes les parties. En une réponse à une remarque de l'un des étudiants laissant entendre que le conseil d'administration avait une certaine responsabilité envers ses clients, un membre du conseil d'administration s'est écrié : «Je suis ici parce que je le veux bien, et non pas à cause de vous.» Tant pis pour l'habituelle rengaine selon laquelle les étudiants sont des clients.

La Caisse de défense de l'ACPPU a versé des indemnités de grève sous la forme d'une subvention et a consenti des prêts sans intérêt à l'association de professeurs pour qu'elle puisse payer ses dépenses. Le montant initial se chiffrait à un million de dollars. De plus, de nombreuses associations au Canada ont fait des dons à l'association des professeurs de l'Université York. Des administrateurs de la Caisse de défense, le président et le directeur général de l'ACPPU et divers membres du Comité de direction de l'ACPPU ont joint les piquets de grève.

Le 1er mai, le Conseil de l'ACPPU a donné un appui ferme à l'association des professeurs en lançant une alerte générale auprès de tous ses membres à la suite de la décision de l'employeur de dépouiller le contrat unilatéralement et à ses tactiques de négociation, en particulier son refus d'aller en arbitrage.

L'ACPPU a fait remarquer que les contrats des professeurs des universités d'Ottawa, Queen's, de Toronto, McMaster et Ryerson prévoyaient des dispositions sur l'arbitrage, que l'arbitrage avait servi l'année dernière à régler les différends entre la partie patronale et syndicale à l'Université Carleton et que l'arbitrage faisait partie du règlement obtenu par la médiation pour mettre un terme à la grève à l'Université Trent l'automne dernier.

L'ACPPU a informé de la situation les organismes analogues au sein de l'OCDE. L'association des professeurs a reçu des appuis des fédérations britanniques, françaises, irlandaises, américaines, australiennes et néo-zélandaises. L'AUT britannique a enjoint ses membres de ne pas accepter de postes à l'Université York, de ne pas participer à des projets de recherches concertées ni d'assister à des réunions à York.

La section locale du SCFP représentant les professeurs contractuels et les auxiliaires d'enseignement à l'Université York ont donné un vigoureux appui à l'association des professeurs malgré les ennuis que la grève causait à nombre de ses membres.

En outre, beaucoup plus d'étudiants ont appuyé l'association que lors de grèves survenues récemment dans d'autres universités. Les étudiants diplômés ont accordé leur appui à l'association des professeurs à l'instar de la fédération des étudiants de York et la Fédération canadienne des étudiantes et des étudiants. Ces appuis n'étaient pas faciles à donner pour les étudiants puisque nombre d'entre eux étaient frustrés par la confusion qui régnait au sujet des examens et des notes finales.

La grève a duré huit semaines. De nombreuses semaines ont été gaspillées au profit d'une médiation futile exercée par le ministère du Travail. Elle a été futile puisque l'employeur a méprisé le médiateur comme il l'avait fait avec le syndicat. L'employeur a finalement suggéré une médiation privée avec Kevin Burkett à laquelle se sont joints l'avocat du syndicat et le directeur général de l'ACPPU.

Cette suggestion s'est révélée un stratagème de l'employeur. Pendant les deux jours de la médiation, l'administration n'a déposé aucune offre et n'a pas modifié sa position. De toute évidence, la tactique de l'employeur visait à faire naître l'espoir d'un règlement puis à l'anéantir. Dans l'intervalle, le syndicat a fait savoir qu'il était prêt à accepter l'arbitrage exécutoire pour toutes les questions non réglées.

Les dirigeants syndicaux de l'Ontario ont donné leur appui au syndicat. Buzz Hargrove, président du Syndicat national de l'automobile, de l'aérospatiale, du transport et des autres travailleurs et travailleuses du Canada, Gordon Wilson, président de la Fédération du travail de l'Ontario, Leah Castleman, présidente du Syndicat des employés et employées de la fonction publique de l'Ontario, Sid Ryan, président du Syndicat canadien de la fonction publique, section de l' Ontario, et Earl Manners, président de la Fédération des enseignantes-enseignants des écoles secondaires de l'Ontario, ont fait une déclaration dans laquelle ils appuyaient la lutte de l'association des professeurs de l'Université York pour préserver la qualité de l'enseignement supérieur en Ontario et pour parvenir à une entente juste et équitable. Selon eux, l'offre de l'association d'aller en arbitrage était un moyen juste et raisonnable de régler les conflits du secteur public.

Dans sa chronique du *Toronto Star*, la journaliste Naomi Klein a déclaré qu'elle ne pouvait s'empêcher d'encourager les professeurs de York qui font la grève, la plus longue de l'histoire des universités canadiennes anglaises, pour provoquer un débat tardif sur la place réelle des universités et le rôle de l'enseignement public dans une démocratie.

À titre d'exemple, mentionnons la colère de nombreux professeurs face à la décision de l'administration de solliciter le patronage d'entreprises pour certains cours offerts à l'université. Plus l'administration promettait que les commanditaires n'auraient jamais le droit de s'ingérer dans le contenu des cours, moins on la croyait.

Philip Marchand, du *Star*, a également écrit que la grève pouvait avoir un effet positif dans la mesure où les politiciens et les administrateurs universitaires y réfléchissaient sérieusement avant de dépenser de l'argent pour l'achat d'outils d'apprentissages sophistiqués comme les ordinateurs au lieu d'investir dans les étudiants et les professeurs. Selon lui, l'Université York soutient que ce n'est pas le cas, que la priorité va aux salaires et aux prestations de retraite, mais que, en fin de compte, tout est une question de priorité. Il a ajouté que, si on dépense de l'argent pour des outils d'apprentissage de pointe, il en reste moins pour les salaires et les prestations de retraite.

La retenue du ministre responsable de l'enseignement supérieur a causé une surprise. Il appert que le ministre est demeuré en rapport avec l'employeur et qu'il n'a

Voir GRÈVE... à la page 12 ☞

AWARDS OF MERIT

Killam Prizes for 1997

The winners of the 1997 Izaak Walton Killam Memorial Prizes are Stephen A. Cook, professor at the University of Toronto, Killam Prize for Engineering/Computer Sciences; Stephen Hanessian, professor at the Université de Montréal, Killam Prize for Natural Sciences; and David H. MacLennan, professor in the Banting and Best Department of Medical Research at the University of Toronto, Killam Prize for the Health Sciences. The $50,000 Killam Prizes are Canada's most distinguished annual awards given in recognition of outstanding achievements by Canadians in any of the disciplines in the natural sciences, health sciences and engineering.

■

1996 3M Teaching Fellowships

One hundred and ten Canadian university educators, representing 30 different universities have been recognized by this award since its inception in 1986. The Fellowship includes teachers of veterinary medicine, engineering, business, humanities, agriculture, the social sciences, medicine, the sciences, nursing, education, law and dentistry. The award is given to individuals who not only excel in the teaching of their own courses but also demonstrate an exceptionally high degree of leadership and commitment to the improvement of university teaching across disciplines. This year, a total of 64 nominations were received from 28 Canadian universities, and the 1996 recipients are:

Margaret-Ann Armour *(Chemistry, University of Alberta)*
Donald G. Cartwright *(Geography, University of Western Ontario)*
David D. Cass *(Biological Sciences, University of Alberta)*
David A. Cook *(Pharmacology, University of Alberta)*
Clarissa P. Green *(Nursing, University of British Columbia)*
Arthur Haberman *(History/Humanities, York University)*
Bluma Litner *(Applied Social Science, Concordia University)*
Inderjit Nirdosh *(Chemical Engineering, Lakehead University)*
Monika Schloder *(Kinesiology, University of Calgary)*
William Schreibet *(Pathology/Laboratory Medicine, University of British Columbia)*

Awarded by 3M Canada Inc. and the Society for Teaching and Learning in Higher Education.

■

1996 OCUFA Awards

The recipients of the 1996 awards for teaching and librarianship at the post-secondary level have been chosen. Presented annually by the Ontario Confederation of University Faculty Associations (OCUFA) the awards honour professors and academic librarians who have demonstrated outstanding performance in their profession.

The winners of the 1996 OCUFA Teaching Awards are:
William Coleman *(Political Science, McMaster University)*
Gerald Ginsburg *(History, York University)*
Peter Haase *(Anatomy & Cell Biology, University of Western Ontario)*
Marlene Kadar *(Humanities, York University)*
Donna Palmateer Pennee *(English, University of Guelph)*
Margaret Priest *(Fine Art, University of Guelph)*
Kerry Rowe *(Civil Engineering, University of Western Ontario)*
Melvyn Usselman *(Chemistry, University of Western Ontario)*

The winner of the 1996 OCUFA Academic Librarianship Award is: Dorothy Fitzgerald *(Health Sciences Library, McMaster University)*

■

1997 Canadian Professor of the Year

Rhona Amsel *(Psychology, McGill University)* awarded by the Council for Advancement and Support of Education (USA) & the Canadian Council for the Advancement of Education. Sponsored by Merck Frosst Canada Inc.; value: $5,000.

Academics are often honoured for their achievements and contributions in teaching and research. This column reports on provincial, national and international awards of merit, honours, fellowships and prizes awarded to Canadian university academic staff.

Anatomy of a Faculty Strike

FROM PAGE 7

CAUT also alerted its counterpart organizations within the OECD. Support for the faculty association came from the British, French, Irish, American, Australian, and New Zealand federations. The British AUT urged its members not to take jobs, participate in collaborative research or attend meetings at York.

The CUPE local at York, representing contract faculty and teaching assistants, gave strong support to the faculty association even though the strike created difficulties for many of its members.

There was also considerably more student support than had occurred in other recent faculty strikes. The graduate students supported the faculty association as did the York Student Federation and the Canadian Federation of Students. This was not an easy route for the students since many of their members were frustrated over the confusion about final exams and marks.

The strike lasted eight weeks. There were a number of weeks of futile mediation by the Ministry of Labour — futile because the employer treated the mediator with the same contempt as it did the union. Eventually the employer suggested a private mediation with Kevin Burkett which the union's counsel and the executive director of CAUT joined.

The employer's suggestion turned out to be only a tactical ploy. In the two-day mediation session they did not make a single offer or change anything in their position. It was fairly obvious that this tactic was meant to raise hopes of a settlement and then to dash them. The union in the meantime said it was prepared to accept binding arbitration on all outstanding issues.

Labour leaders in Ontario gave their support. Buzz Hargrove (president, National Automobile, Aerospace, Transportation & General Workers Union of Canada), Gordon Wilson (president, Ontario Federation of Labour), Leah Castleman (president, Ontario Public Service Employees Union), Sid Ryan (president, Canadian Union of Public Employees — Ontario), and Earl Manners (president, On-

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La grève à l'Université York : des leçons à tirer

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pas trouvé drôle les tactiques de propagande de l'administration visant à offrir une augmentation salariale de huit pour cent alors que le gouvernement prêchait l'austérité à tout le monde. De fait, l'administration n'offrait aucune augmentation pendant trois ans. L'augmentation de huit pour cent provenait de l'addition des hausses d'échelon de l'échelle salariale dont une partie avait déjà été versée. Les administrateurs ont peut-être voulu être un peu trop malins.

On a finalement eu recours à nouveau à Kevin Burkett comme médiateur, ce qui a mis un terme à la grève. Il a notamment été difficile de déterminer qui dirigeait du côté patronal puisque la rectrice et le président du conseil d'administration doivent quitter leur poste respectif à l'été. Le vice-recteur à l'administration avait déjà quitté l'université pour assumer le poste de président du collège Sheridan, et le vice-recteur à l'enseignement n'a pas été retenu comme candidat au poste de recteur.

Lorna Marsden, la nouvelle rectrice, n'entrera pas en fonction avant le mois d'août. On a beaucoup spéculé sur les raisons de cette administration provisoire à se cramponner au pouvoir et à adopter une ligne aussi dure.

Burkett a recommandé un règlement global incluant :

• une entente de trois ans (rétroactive à compter de l'année dernière);

• un montant forfaitaire pour les «rajustements salariaux» que l'association des professeurs entend utiliser pour corriger des anomalies : 2 millions de dollars la deuxième année, et un demi pour cent de la masse salariale la troisième année;

• 650 000 $ d'équité salariale la première année;

• le paiement du progrès dans le rang chaque année accompagné d'une légère hausse de la valeur des échelons;

• annulation de la tentative de l'administtation de modifier les dates du progrès dans le rang (d'une valeur d'environ 300 $);

• une hausse de un pour cent du salaire de base la troisième année;

• le versement de 2 700 $ aux professeures qui ont pris leur retraite entre 1990 et 1996;

• les désaccords au sujet de la formule de paiement de l'équité salariale ou des anomalies seront tranchés par le médiateur qui agira en tant qu'arbitre;

• l'article imposé et portant sur la retraite sera modifié et certaines dispositions de la retraite souple seront rétablies. Les personnes dont le fonds de pension est le moins élevé et qui prendront leur retraite seront favorisées. Après leur retraite, elles auront le droit d'enseigner deux cours au 2/3 de leur salaire régulier. D'autres personnes auront le droit d'enseigner mais à un taux réduit. Mesquine jusqu'à la fin, l'administration a tenté d'imposer des conditions aux personnes au bas de l'échelle de manière à ce que peu d'entre elles soient en pratique admissibles à cet avantage. Le syndicat a résisté à cette tentative et a eu gain de cause;

• les professeurs émérites auront droit à une indemnité de dépenses professionnelles égale à celle des professeurs réguliers;

• une partie de la cotisation de retraite de l'employeur non versée sera accordée chaque année aux

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Librarians' SUPPLEMENT 1997 SUPPLÉMENT des bibliothécaires

Encart du Bulletin de l'ACPPU · Vol. 44 · No 6 · juin 1997

University Governance & the Recognition of Academic Librarians

WE asked a selection of librarians from institutions across the country to look at the state of librarians' participation as colleagues in the governance of their particulat universities. In a genetal commentary, Ruth Sheeran sets the context for reports on five quite diverse situations.

University Governance & Librarians

By Ruth Sheeran

ACADEMIC librarians are becoming increasingly dissatisfied with their level of representation on university governance committees. There is a growing concern that they do not have the appropriate avenues for consultation when decisions are being made which affect the library and the librarians' working conditions, and that committee members are not fully awate nf circumstances in the library and of the impact of their decisions.

In past times, when funding was not such a concern and libraries were adequately staffed, the issue did not seem so crucial. Librarians were primarily concerned with improving their status in the university community and their overall working conditions. Issues of primary importance included being fully accepted as academic partners with the faculty and gaining eligibility for sabbaticals. Librarians are now finding that having some influence over matters which concern the library is becoming a crucial bargaining issue.

In terms of governance, universities have traditionally been collegial while libraries have tended to be hierarchical. Most universities operate with a committee structure based on elected representation from the various university constituencies. Often, however, rank and file librarians have not been included as one of the constituencies to the extent that faculty have been. Moreover, while structures for collegial management exist in the university at large, they do not, as a rule, exist within the library itself. While faculty departments are usually collegial in nature, with all members sitting as equals, library departments are often organized with a supervisor and a top-down reporting structure. This may result in consultation within departments or between adjacent levels, but often there is no mechanism for input from all levels.

In addition, the increasing interest on the part of university administrations in the corporate model of management can result in assaults on this traditional collegial management structure. There may be attempts to decrease the amount of influence faculty have in the decision-making process and to diminish the role of committees in general. In this climate it is becoming increasingly difficult for librarians to expand their role in the governance process.

Support for the role of librarians in the governance structure is reflected in a number of documents published by the CAUT. CAUT policies are based on the general principle that within the university structure the library should be managed in the same collegial manner as the rest of the university and thar librarians should have the same opportunities for consultation and input as faculty. The Report of the Independent Study Group on University Governance (1993) states that "in terms of govetnance the functioning of libraries should be much like the functioning of faculties with the chief librarian fulfilling a role much like that of dean" (p. 49). The library council is the mechanism which allows all librarians to sit as equals and make recommendations and decisions on matters that concern the library and the librarians. The ISGUG report states "There should be a library council mainly composed of academic librarians along the lines of faculty councils"(p.49).

In terms of university management at large, an even stronger statement is made in the Policy Statement on Workload and Governance for Academic Librarians at Canadian Universities (1993): "Librarians must also be able to participate fully in academic affairs and, to that end, must be eligible for membership on all governing bodies of the university"(p.5/16). This means that librarians, like faculty, should sit on such committees as the board of governors and the senate. And they should sit as full academic partners with the faculty, and not merely as representatives of the library. Initial results from a survey currently being undertaken by the Librarians' Committee show that academic librarians have very little representation on the university governance bodies. Fot example, librarians are represented on the board of governors in very few institutions. Moreover, even though librarians are eligible in a few universities to be elected to various governing bodies along with faculty, there is no guatantee that they will in fact be represented. Chief librarians usually sit on university senates as ex officio members, but librarians are not universally eligible for elected membership. According to CAUT policy, the library council should be the primary consultative body within the library itself. However, many universities have no library council, and, where they do exist they are often reported to be ineffectual. When queried specifically about their level of representation, most respondents reported that they are dissatisfied with their situation and would like to improve it.

Changes to a system that has become entrenched in the university may be very difficult for librarians to achieve. To improve their level of representation in the university at large, librarians will have to gain membership on committees that already have established mandates and compositions. Moreover, in some cases librarians may have to change the whole perception of how the library should be managed and attempt to establish committees that have never existed before.

In this area, librarians are often their own worst enemies, and some of the blame for the failure to effect change lies within their own ranks. Because of retrenchment, colleagues often complain that they are too busy catrying out their traditional role to take on any new responsibilities. Librarians often have very little disposable time for attempting to change entrenched ideas or for sitting on committees, even when they are eligible. Others may not feel confident enough to assume a parallel role with faculty on various committees. Librarians must, however, work towards this goal of full participation in university affairs and ensure that they make full use of the authority they already hold. If librarians fail to gain and exercise the necessary representation, they will find themselves even more marginalized in the decision-making processes. Rather than moving forward to full academic partnership with faculty, they will find themselves occupying an even more circumscribed role in university and library governance, possibly losing what little influence they have already managed to achieve.

University of Calgary

By Mary Hemmings

IT has been an interesting year at the University of Calgary. With the arrival of the new university president, Terry White, the work of the Coordination Task Force clicked into high gear. Originally mandated by former president, the late Murray Fraser, to articulate future directions for the university, the task force spent the summer of 1996 soliciting opinions from the university community. Its recommendations on future directions were approved by the university's academic affairs governing body, the General Faculties Council as well as the Board of Governors in December.

In summary, the rask force urged the university to reexamine its marketing strategy and financial sources. It suggested the cultivation of "strategic partnerships" with other universities and educational institutions, businesses, the professions and governments. Most important, the task force outlined four major focus points for the university. First, it affirmed the notion that the university is a research institution responsible for teaching and it recommended reviews of faculties based on this principle. Second, it also affirmed an ongoing commitment to enhancing undergraduate learning by recommending widespread teviews of academic regulations. Third, it lent its support to graduate studies by recommending program reviews and partnerships with other institutions. Finally, the task force acknowledged certain demographic realities, specifically that the baby-boomers have marketing potential. In its document, it recognized that "the era of ending's one's education with an undergraduate degree is over" and the university must respond by offering a system of continuous learning.

Strategic directions apptoved and in place, the second phase involves redesigning key functions within the university by a host of ancillary task force teams. Important to the library are the Information Resources Team (IRT) and the Library Task Force (LTF). Mutually exclusive, yer connected by threads of intersecting commonalities, the IRT is examining the university's "information technology infrastructure" and the LTF is examining "projected demands" on the library as well as "conceptualizing the resources available to libraries." Admittedly, the LTF is performing a necessary "situation assessment" at this time before moving towards the design phase.

As this institutional review planning was taking place, the library received highly publicized arrention as a result of faculty pressure for supporting library resources. In a surprise announcement, president Terry White declared this to be the Year of the Library. Library administrators grabbed their battle helmets in anticipation of the buckets of cash that would be hurled in that direction. Throughout the winter, no cash was hurled, but in March, after five consecutive years of budget cuts, the library was allocated $580,000 in new funding and amnesty from 1.6 per cent budget reduction. The library was grateful, but the relief can best be compated to the feeling you get when your entire tax rebate goes ro pay an emergency root canal. Escalating serial prices and budgetary constraints have strained the collection budger and staff morale to the limit.

The Director of Libraries, Tom Eadie, reports to the Director of Information Services, Alan MacDonald (himself the former Library Director). In addition to the library, other information services units include Communications Media (media support), the Microstore (computer sales and service), the New Media Centre (media development), Archives, University Press and the University Computing Services. With Tom Eadie's announcement last year that he will not exercise the option to remain as Director

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Report of CAUT's Librarians' Committee

By Kenneth Field, Chair

THE Librarians' Committee has over the past twelve months been involved both in issues of a perennial nature and in important new developments that are changing the way in which faculty and librarians do their jobs. Among the perennial favourites are governance, copyright, user fees, performance indicators, retrenchment, redundancy and censorship. The important new developments are in the area of information technology and its impact, both present and future, on the work of faculty and librarians. All of these things, whether perennial or new, have an effect on access to information.

Access to information is essential for everyone in university communities. Faculty must have access to information related to their area of study in order to inform both their research and teaching. Students must have access to information to learn. Libraries and librarians are the sources and facilitators of access to information.

In the area of governance the Librarians' Committee looks upon the involvement of academic librarians in the collegial governance of the university as vital to the provision of the resources necessary for those in the university to do their work. Critical to the provision of resources is access to information for *all* in the university. As a first step to addressing the issue of librarian participation in governance the Committee has developed a survey which has been distributed to the academic librarians on the Committee's contact list. The survey is designed to help us determine the level of participation of librarians in university governance. When the completed surveys have been returned the responses will be analyzed and it is hoped that we will then have a clearer picture of the degree and level of participation. Armed with this information the Committee will then develop strategies to address those instances where librarians are excluded from the governance of institutions.

The progress of Bill C-32 on copyright through the Parliament, both Commons and Senate, has been the focus of a great deal of activity within CAUT along with a great many other education sector organizations. The Librarians' Committee has been working with Don Savage, Cynthia Westaway and Alan Andrews on the analysis of the Bill and amendments to it, as well as communication of that analysis to the CAUT membership. We have also been involved in discussions of lobbying strategies to address what has become an almost entirely unacceptable piece of legislation for both creators and users. The lobbying activity continues as we and others try to get the government to restore the balance between the users and the creators that was embodied to a certain degree in the initial draft.

There are provisions in this Bill that will greatly undermine access to information. Two of these are: the definition of "commercially available," which is so narrow as to rule out many types of importation of textual material even though necessity may demand it; and the creation of an environment conducive to the monopolistic tendencies of CANCOPY with exemptions for libraries and library users tied to membership in a copyright collective, thus rendering the exemptions meaningless.

User fees constitute another phenomenon which is already affecting access to information. As universities decrease funding to their libraries, the libraries must look for alternative sources of revenue to support the services offered. One of these sources of revenue is user fees charged to faculty and students for services necessary to obtain information. Some examples are charges for online searching, charges for interlibrary loans and charges for document delivery services from database vendors. The impact that these charges have on people's access to information varies. In some cases the charges are viewed as an annoyance and in other cases they represent a barrier to resources that are crucial for learning and research. In many cases they represent a shift in the burden of support from the institution to the individuals within the institution. Therefore the Committee is looking carefully and critically at all fees charged to users of university libraries in an effort to identify those fees which represent a shift in source of funding. We will then develop a position on this matter in conjunction with the other committees of the CAUT, most particularly the Collective Bargaining and Economic Benefits Committee (CBEBC).

Performance indicators as they apply to individual librarians and faculty do not have an immediately perceptible impact on access to information but they do have an effect on how we do our work. The Committee continues to work with Bill Bruneau and the other committees in addressing this issue. An article written by a member of the Committee on performance indicators occurring in libraries and their effects on librarians and libraries will be published in an upcoming issue of the CAUT *Bulletin*.

Retrenchment and redundancy are related, since the former can often lead to the latter. Both have an impact on access to information, as they represent reductions in resources and personnel to the detriment of the entire university community. In November 1996 CAUT Council received an information paper on these issues from the Committee. Since then more work has been done on identifying specific areas where model clauses can be developed and this information will be passed on to the CBEBC to assist them in the development of contract language that addresses these matters.

Censorship is by definition something that affects access to information. The Academic Freedom and Inclusive University Committee, of which I am a member, and which has a representative from each of the other CAUT committees, is working on this issue among others. Specifically, Dorothy Milne, a librarian at Memorial and former member of CBEBC, and I are dealing with this issue. We hope to have a working document on censorship by June of this year with the AFIU committee as a whole aiming to

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University Governance & the Recognition of Academic Librarians

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beyond July 1997, the library has been cast into a flurry of discussion, rumour, and angst, particularly when it became increasingly clear that there would be no advertisements issued to refill the position. As part of a more global information services strategy and in the face of institutional planning, the library appears to be headed into the uncharted territory of being a unit within a broader system of units responsible for "information resources." Other units, such as University Computing Services will join its brethren units to support "information technology." Responsibility for each of these spheres will be assigned to two individuals who will report to the Director of Information Services. Details are still hazy as July 1 approaches, but more news is expected within the next few weeks. Each of these information services nabobs will be responsible for information technology and information resources respectively. Rumour has it that the library is to be considered a constituent part of information resources, although given the state of collections funding, the term may be rather imprecise.

What is the feeling among University of Calgary librarians? They find themselves in interesting times both professionally and within an institution clearly bent on re-aligning itself within economic realities. They are delighted that they are living in the Year of the Library and eagerly anticipate the Year of the Information Resource and a new breed of task forces to usher them into the gleaming techno-future.

Laurentian University

By Eileen Goltz

LIBRARIANS have been full members of the faculty at Laurentian University since 1976. The university, therefore, recognizes librarians as faculty members, and accords them the same rights, responsibilities, and salaries as it does teaching faculty members, and expects librarians to participate in university governance on the same basis as do members of teaching faculties.

The library director has a seat on the university senate, as do all deans. There is also a librarian member, elected by other librarians, who sits on the senate as a representative of the librarians. In the same manner, teaching faculties are represented on the senate by deans and elected representatives. Librarians also have representation on all senate committees, and may be members of non-senate university committees. These representatives are usually elected by the librarians, but are occasionally appointed or invited to join. Governance within the library is the purview of its faculty council, which includes only librarians. There are, within the library, two departments, and the librarians of each department are responsible for the establishment and operation of programs within that department.

Laurentian University has one faculty salary scale, with four ranks, which includes librarians. A preliminary rank, that of Instructor, does not apply to librarians, since the academic qualifications required of librarians are greater than those required for Instructors. The applicable ranks are: Lecturer/General Librarian, Assistant Professor/Assistant Librarian, Associate Professor/Associate Librarian, and Full Professor/Full Librarian. Any librarian may have a salary larger than that received by a teaching faculty member. Overload payments, where indicated, for librarians and stipends for departmental chairpersons are awarded to librarian faculty members in the same manner as they are to other faculty members. The selection committees which choose chairpersons are formed in the same manner for all faculties.

Librarians enjoy sabbatical leaves, on a rotational basis, after every six years of service as do teaching faculty members, and at the same salary rate. No librarian has ever been refused a sabbatical. Librarians are expected to engage in research and publication, and while research is one of the requisite criteria for promotion, that rule is modified by the amount of research time made available to librarians. A committee, formed of librarians and other faculty members, and chaired by a dean, considers all applications for promotion. This is the Library Personnel Committee (LPC), and is comparable to the Faculty Personnel Committees (FPCs), one of which is chaired by the Director of the Library, formed to consider the applications of teaching faculty members. The final decision concerning promotion is actually made by the Vice-President Academic, on the advice of the appropriate LPC/FPC. Each LPC/FPC member must justify, in writing, his/her decision concerning each applicant.

As faculty members, librarians are integral members of the certified bargaining unit, the Laurentian University Faculty Association (LUFA). The LUFA constitution insures that librarians have elected representation on the LUFA board of directors, and on the bargaining committee. On occasion, the chief negotiator for LUFA has been a librarian, and it was a librarian who, on behalf of LUFA, negotiated a salary anomaly correction for women faculty members.

Mount Saint Vincent University

By Peter Glenister

SINCE the 1960s, librarians at Mount Saint Vincent University have held "faculty status" as an integral element of the terms and conditions of employment; with the signing in 1989 of the first collective agreement between the university and faculty, librarians retained and strengthened this status.

The agreement maintains this relationship and, except for three discrete articles on librarians' appointment, reappointment/promotion and workload, there is no distinction in the remaining 43 articles between members of the bargaining unit.

The significance of this lies in the eligibility of librarians, being recognized as equals within the collective agreement and within the university, to serve on the Board, Senate, and university committees including search committees.

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Academic Staff Development Programs

By Diane Peters

ACADEMIC librarians today are facing dramatic changes in the nature of their work, largely as a result of the growth of infotmation technology. They are undet pressure to learn new systems, maintain them, and facilitate theit use. There is a constant need for retraining and/ot upgrading of skills. Nevertheless, even in those institutions with collective agreements, it is not common for training to be recognized as a necessary and ongoing component of workload. Refetences to libtarians' professional development appear most frequently in three places in collective agreements:

(1) Professional Development/Professional Expense Reimbutsements: Most libraries, both unionized and non-unionized, make some money available to support librarians' attendance at workshops ot conferences. In unionized setrings, thete is often a fixed amount designated per member which can be used for various kinds of career-relat-ed expenses. Typically, this can be used to cover such items as the purchase of books, subscriptions, memberships in professional associations, equipment directly related to library or research activities, and travel-related expenses which are not covered by, or in excess of, other travel grants. Conference and workshop fees may also be eligible for reimbursement. In addition, there may be additional "pools" of funds set aside for members' travel, and librarians may submit applications for a share of this money.

Unfortunately, as funding for libraries decreases in genetal, librarians themselves are being asked to absorb more of the costs of retraining. If librarians are to perform their jobs well, the fact that adequate financial support for training or retraining is a necessity cannot be over-emphasized when dealing with university administrators. In addition, mechanisms need to be put in place to ensure that access to funding is fair and equitable.

(2) Study Leaves/Professional Leaves/Sabbaticals: Sabbatical or professional development leaves for librarians take a number of diffetent forms. In some institutions the requirements are identical to those of faculty, for example at Trent, although in the case of librarians six-month leaves may be divided into two units of three months. In other cases, and probably more commonly, there is variation between the provisions for faculty and those for librarians. At Wilfrid Laurier University, librarians are eligible for a maximum of six months of academic or professional leave after six years of full-time academic service, at 100 per cent of base salary, while faculty may take a twelve-month sabbatical at 80 per cent of base salary aftet six years of full-time academic service or a six-month sabbatical at 80 per cent of base salary afrer three years of full-time service or a six-month sabbatical at 100 per cent of base salary six years of full-time credited service.

There can also be provisions for a variety of other forms of the paid leaves to which librarians are entitled. In addition to sabbatical leaves, for which faculty and librarian provisions are the same, Memorial University of Newfoundland provides Assisted Educational Leaves (for improving qualifications or putsuing higher degrees) to all academic staff members, with payment of an educational assistance grant equivalent to 40 per cent of base salary. In addition, the contract article on Librarians' Duties and Responsibilities also allows for the possibility of release time at full salary for four weeks in each year of service, for purposes of research and professional development; if not taken, this may be accumulated for up to two years.

This latter provision is not typical, despite CAUT's efforts to emphasize and promote the value of release time fot librarians' research. Indeed, some agreements, for example New Brunswick, specifically exclude provision for any type of paid release time for librarians to engage in research. Librarians may be involved in research to the extent that such involvement does not prevent the librarians from fulfilling their principal responsibility, i.e. to support the academic work of the university by providing professional consultation and assistance to library users and by maintaining and developing the library holdings on the basis of the needs of faculties and academic departments and the financial resources allocated to the library. Libtarians who do research on their own time may ask to have this work assessed as part of the criteria for promotion but it is not a major or necessary requirement. In preparing contract language relevant to leaves, it is in the best interests of all members to establish broad statements of the purposes for which leaves may be granted. There are many possibilities: professional development or research, professional activity, research related to areas of academic interest or expertise, additional coursework ot training, work exchanges, etc. Such contract language allows librarians to request leave time and financial support both to upgrade skills and qualifications, and to pursue their own research interests.

(3) Redundancy Articles: Ironically, the need for academic staff retraining is recognized most commonly in collective agreements only in financial exigency and/or program redundancy articles. In such instances, retraining is not generally a right, and is subject to university approval. The Wilfrid Laurier University provision is typical: "When retraining is approved by the University, and the Member and Members in the unit or sub-unit to which the Member is to be transferred have agreed on the transfer, a position shall be reserved for the Member until the training period is complete and the Member assumes his or her position in the new unit or sub-unit. If the retraining is approved by the University, the University shall pay all reasonable costs relating to the plan of retraining."

The Wilfrid Laurier agreement does not state specifically how the need for retraining is assessed, or how and by whom decisions are to be made regarding approval for retraining. In some other agreements the steps to be taken in such circumstances are much clearer, for example at Brandon, retraining may be recommended by the Redeployment Committee (which originally determines what

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University Governance & the Recognition of Academic Librarians

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In practice, however, there has not been much involvement by librarians either during the eight years since the first collective agreement, or previously ovet the whole of the past 25 years. This is due in no small way to the size of the librarian complement: over 25 years, there have been only four individual librarians (and only three at any one time) in a position to participate. With their regulat day-to-day responsibilities filling their workload, real opportunities for libtarians to participate have not existed beyond the token (virtually ex officio) service on the Senate Library Committee (annually), librarian appointment and re-appointment/promotion committees (since 1989), and one university librarian search commitree (1992).

The only remedy for this situation is a revision of the workload and/or leave provisions articles to allow more time for greater participation by librarians, since the principle of the librarian role has been fully established.

Memorial University of Newfoundland

By Suzanne Sexty

IF one is asked to explain how librarians at Memorial University of Newfoundland have reached the position of recognition and representation that they presently hold, the response would have to be "front on" and actively. Any answer would also have to highlight the fact that this approach has not been because of trying to overcome any particular opposition from the other faculty, but tather because librarians have considered themselves as partners in Memorial's academic community. They therefore considered that active participation was what was expected of them. When asked if the libtarians have attained the same recognition and representation as granted other academics at Memotial, the answer would have to be "yes and no." A couple of examples will be used to illustrate the ambivalence of this answer.

In the past 29 years, the period of my association with Memorial, librarians have marched in the academic procession at convocations, served as members of Senate committees and other academic commitrees, participated in commitrees convened by the Memorial University of Newfoundland Faculty Association (MUNFA) and were included in "Terms and Conditions" which were parallel in wording to those for other academics. Various librarians have presented themselves as partners in teaching, have been published, have edited academic journals, and have made presentations at professional conferences. Librarians voted in the 1988 poll which lead to the certification of MUNFA and have been part of the negotiating commitrees for all three of the collective agreements. Librarians have also consistently run for, and been elected to, positions on the MUNFA executive (a librarian was president from 1994-1996). Many would suggest that we were included in the 1988 vote because we had been so active and our inclusion was taken as a natural consequence of this activity. However, while librarians are recognized by the union, they are still not represented on the University Senate.

Librarians are presently only able to sit as observers at meetings of the Senate though there is a willingness, by librarians and faculty, to have this status changed. At the September 10, 1991 meeting of Senate, a motion was passed "That the elected members of Senate include at least one individual elected from among the Librarians at Memorial University." The Senate also passed motions covering a number of amendments to the Memorial University Act which would bring about the recommended change to the composition of the Senate. The Senate asked the Board of Regents to recommend the amendments to the government. It is now 5 years later and the Board of Regents has not taken any action to request the changes to the Act. It is most probable that this lapse has nothing to do with opposition to the recommendations, but rather is politically motivated. It is possible that the Board of Regents is reluctant to recommend any changes to the Act because it fears that any review of the Act might lead to changes which would affect the university administration's autonomy.

Full recognition and representation? Not quite. Are librarians still "up front" and active? Very much so. The librarians at Memorial realize that being part of the academic community, like any other marriage situation, requires an ongoing effort and that sometimes the effort by one partner is greater than by the other.

McGill University

By Jane Aitkens

IN 1801, in response to exhortations for public schools spearheaded by James McGill, the Home Government of Great Britain created the Royal Institution for the Advancement of Learning to provide public education for the English-speaking population in Lower Canada. After James McGill died in 1813, the Royal Institution received his bequest to erect a college or university (to be called McGill). McGill stipulated in his will that the bequest would revert to his other heirs should the university not be established by the tenth anniversary of his death.

In 1821, the members of the Royal Institution obtained a Royal Charter to create the University of McGill College. The Crown retains its right to a general supervisory power through the Governor-General, who is known at McGill as "The Visitor."

In 1852 the Royal Charter was amended to constitute the members of the Royal Institution for the Advancement of Learning as the McGill Board of Governors. As governors of the university, they are responsible for the management of finances, the appointment of professors (in consultation with Senate) and other duties. The Board has forty-five members. It elects twenty-five members-at-large; the Senate elects four of its members as representatives; the Graduates' Society elects five representatives; the students three; the academic staff two, and the administra-

Continues Page 4 ☛

Conference 1997

Status & Governance: Realizing Academic Power What Next?

Friday, October 31

- Terms & Conditions of Employment
- Reinvention — Impact of Technology & Copyright Issues
- Negotiations & Association Activities
- Performance Reviews & Promotion Criteria
- Mergers & Amalgamations — Rationalization or Ruin?
- Associations Membership & Chief Librarians

Saturday, November 1

- The Four Rs — Retrenchment, Retraining, Retirement & Renewal
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Don't miss this conference! Academic librarians have a vital role to play in universities as society moves further along the path of development of electronic information technology. This conference will identify some of the major issues librarians are facing and provide strategies for addressing them within institutions of higher learning.

Contact Nancy Gordon at CAUT for complete conference registration materials. E-mail: ngordon@caut.ca Telephone: (613) 820-2270; Fax: (613) 820-7244

University Governance & the Recognition of Academic Librarians

From Page 3

tive and support staff three, for a total of forty-two. The Board elects the Chancellor of the University. The Principal is Vice-Chancellor. The President of the Student's Society is the third ex-officio member.

The Senate is the highest academic authority of the university and has control over admissions, curriculum, discipline and degree granting. The Principal, as academic head and chief administrative officer, chairs the Senate meetings.

Senate's ex-officio members are the Chancellor, the Chair of the Board of Governors, the Principal, the Vice-Principals, the Faculty Deans, the Director of Libraries, the Dean of Continuing Education, and the Dean of Students. Forty-nine elected members consist of faculty representatives, the number of representatives proportionate to the size of the faculty. The Board of Governors has three representatives on Senate, the Administrative and Support Staff, six; the Students, twenty; and the University Libraries, three.

The University Libraries' three representatives on Senate must be elected by librarians "performing the function of librarian" in the university's library system. The Libraries' Senators are elected to three year terms, and are eligible for election by Senate as its representatives, for example, on the Board of Governors.

Senate's many standing committees exist to study problems in their field and to formulate policies in the light of these problems, for submission to Senate or to the appropriate administrative official. The Senate Committee on Libraries is one such committee. Its membership consists of four members appointed by Senate, the Vice-Principal (Academic), the Director of Libraries, the Chairs of the Area Library Advisory Committees, two librarians appointed by Senate, and four students. The two librarians appointed by Senate are not necessarily the Libraries' Senators; a separate election is held in the libraries, and the names are forwarded to Senate. The Senate Committee on Libraries advises the Director of Libraries on the annual budget distribution among the University Libraries, and on the opening, closing, moving or merging of libraries. It also considers matters raised by its members, or referred to it by the Director of Libraries, the Senate or the Vice-Principal (Academic).

Librarians at McGill have faculty status, earn tenure, benefit from sabbatical leaves and are promoted according to rank. The promotion procedures are included in the Handbook of Regulations and Policies for Academic Staff.

CAUT's Librarians' Committee

From Page 2

have a formal document ready for the November CAUT Council meeting.

The last of the issues noted above is that of information technology. This subject cuts across all CAUT committees in one way or another and it certainly is having a dramatic effect on access to information. Since December I have written a paper entitled "Faculty Perspective on Scholarly Communication" which I presented, in my capacity as Chair of the Librarians' Committee, at the SFU-UBC Conference, Scholarly Communication in the Next Millennium, held in early March in Vancouver. This paper, along with work being done by Rosalind Riseborough and the CBEBC, is forming the foundation for a session on information technology to be presented at the November Council meeting. The two committees and Rosalind will be working together over the coming months on various aspects of this subject, so that by November we will be able to bring you our perspectives on the issue.

In addition to all of this the Committee worked on the Librarians' Committee Supplement which deals in large part with issues of governance. We have asked contributors to this issue of the Supplement to describe the librarians' roles in the governance structures at their individual institutions in the hope that these examples will be the starting point for a discussion of governance issues at our conference. The conference, entitled "Status and Governance: Realizing Academic Power — What Next?," will take place in St. John's, Newfoundland from Oct. 30 to Nov. 1, 1997.

We noted earlier that libraries and librarians are under attack as much as faculty, and that the erosion of funding to university libraries for both resources and personnel is having an impact on the ability of both faculty and students to do their work. In fact it is affecting the very ability of the university to fulfil its mission. At this conference we will have presentations which address various aspects of this attack and erosion, and as a result of these discussions we hope that those who attend will be better able to deal with these issues in their own institutions.

(This report was submitted to CAUT Council, May 1997.)

Academic Staff Development

From Page 3

positions are redundant); at Concordia, an Academic Commission determines redundancies, then a Joint Retraining and Transfer Committee is established to deal with retraining or transfer issues.

In some agreements, for example Dalhousie and Saskatchewan, requests for retraining are voluntary; in others, for example Memorial, it is at the request of the university: "consideration for re-training [is] at the option of the University [but] all such retraining shall be undertaken with the Academic Staff Member's consent."

In a few agreements, the nature of retraining in redundancy situations is specifically indicated, although the purpose of such retraining in the case of librarians may be rather unclear, for example Lethbridge: "A Faculty Member/Professional Librarian assigned to retraining under this subsection shall be required to complete a Master's degree, or its equivalent, in the relevant discipline."

In general, other references to the need for and right to retraining are notably absent in collective agreements. However, the University of Guelph (special plan) does include a useful provision for retraining:

Article 18: Transfers within the University: 18.1. It is recognized that enrolment patterns and changes in priorities among programs and/or courses influence the use and allocation of the human and financial resources of the University. The University has a responsibility to provide an opportunity for retraining or redeployment and/or transfer of faculty member and librarians in order to ensure the continuance of the academic/professional quality of the programs and to ensure the continued utilization of each tenured and probationary faculty member and librarian.

This could possibly provide a model for other institutions, in particular in its acceptance of the university's responsibility for providing retraining opportunities.

Members 1997-98

Librarians' Committee

Kenneth Field *(Trent)* Chair
Christopher Dennis *(Memorial)*
Kathleen Nelson *(Victoria)*
Diane Peters *(Wilfrid Laurier)*
Ruth Sheeran *(Bishop's)*

Ex Officio Members: CAUT President & Executive Director

Anatomy of a Faculty Strike

FROM PAGE 12

tario Secondary School Teachers' Federation) issued a statement in support of York University Faculty Association's struggle to safeguard the quality of higher education in Ontario and to achieve a fair and equitable settlement. They said the faculty association's offer to arbitrate was a fair and reasonable way of settling public sector disputes.

Naomi Klein wrote in her column in the *Toronto Star*: "I can't help cheering for the York professors, who are using the longest strike ever at an English Canadian university to spark an overdue debate about what kind of places universities should be and what role public education should play in a democracy."

One example of this was the outrage expressed by many faculty over the decision of the administration to sell corporate sponsorships for certain courses at the university. The more the administration protested that the corporate sponsors would never be allowed to interfere with the courses, the fewer the people who believed them.

Philip Marchand also wrote in the *Star*: "Yet something may be gained from the strike if it makes politicians and university administrators think twice about spending money on 'high tech learning aids' — i.e. computers — rather than on students and faculty...York University insists that this is not an issue — that salaries and retirement benefits are — but then it's all a matter of priority. If you spend money on 'high-tech learning aids' you have less to spend on salaries and retirement benefits."

One surprise was the restraint of the minister responsible for higher education. The ministry apparently kept in touch with the employer and by all accounts was not amused by the propaganda tactic whereby the administration claimed it was offering an eight per cent salary increase when the government was preaching austerity to everyone else. In fact the administration was offering zero on scale for three years. It found its eight per cent by adding up the automatic steps on the grid, one of which it had already mainly paid. Perhaps this was a case of being too clever by half.

Ultimately the mediation by Kevin Burkett was revived and led to the end of the strike. One of the difficulties in mediation was to decide who really was in charge on the employer side as both the president and the chair of the board were due to leave their posts in the summer. The vice-president (administration) had already left to become president of Sheridan College, and the vice-president (academic) was a failed candidate for the presidency.

The new president, Dr. Lorna Marsden, does not take office until August. There was much speculation as to why the lame duck administration both held on to power and took such a hard-line position.

Burkett recommended a package which had the following characteristics:

- a three year package (backdated one year);
- a substantial sum directed towards "salary adjustments" which the faculty association intends to direct towards the rectification of anomalies: $2 million in the second year, and a half per cent of the salary mass in the third year;
- $650,000 for pay equity in the first year;
- payment for ptr in each year with a slight increase in the value of steps;
- reversal of the administration's attempt to change the ptr dates (value approximately $300);
- a one per cent increase in the base in the third year;
- a payment of $2,700 to women faculty who retired between 1990 and 1996;
- disagreements over the formulae for pay equity or for anomalies to be decided by the mediator acting as an arbitrator;
- the imposed retirement article modified to restore some of the flexible retirement provisions. It favours those retiring with the lowest pensions. They will have an entitlement to reach after retirement two courses at 2/3 their regular salary. Others will also have an entitlement to teach but at a reduced rate. Mean-minded to the end the administration tried to attach conditions for those at the low end of the scale so that few of them would in practice qualify for the entitlement. The union successfully resisted this;
- emeritus professors to receive a professional expense allowance equal to that of the regular faculty;
- a portion of the employer's pension holiday directed to faculty association members in each year;
- an article on technology which sets up parity structures to oversee the use of technology; provisions in the workload article to give the member a veto over any course conversion to a new technology; and wording in the copyright article which gave members the copyright in their courses and any video thereof as well as in any multimedia or other high technology delivery system. In addition $90,000 is provided for research on the application of technology under the aegis of a joint committee;
- new language to prevent the arbitrary assignment of workloads and to control class size with provision for fair appeals;
- new language to provide a joint committee on the administration of the contract with the power to review long-term planning by the administration; and
- new article on scientific misconduct.

The faculty association executive made no recommendation to the members although the negotiating committee agreed to a wording by Burkett which said this was the best that could be achieved without prolonging the strike. The academic staff were exceedingly reluctant to accept the package, particularly the salary side of it and the back to work protocol.

Most thought, nevertheless, that it would not be prudent to extend the strike into the summer. The consequence was a vote of 74.9 per cent to accept the contract. This was combined with a separate vote of no confidence in the administration of York which carried by 79 per cent.

The strike has galvanized interest and concern about university governance which is focusing on various ways to take back governance from the administration. The academic staff had, for example, discovered during the strike that they could combine with others to control the senate. It became clear at the ratification meeting that the members expected their leadership to continue the struggle against the oligarchy at York by means such as this.

Many had noted that following the strike at Trent University late last year the Trent board of governors had called for an inquiry under Harry Arthurs, former president of York and Joyce Lorimer, former president of CAUT, which had made significant suggestions for the reform of governance and employee relations at Trent.

Given the lack of confidence in the York administration, it is clear that governance at York will come under close scrutiny in the coming months. Already there has been significant activity in faculty councils by the academic staff. There are also a series of joint union/administration parity committees set up under the contract which deal with key areas of university life.

All these approaches suggest the next two years will see a determined effort by the academic staff at York to ensure that never again will the administrative oligarchy be able to rule the university by itself. ■

La grève à l'Université York : des leçons à tirer

SUITE DE LA PAGE 12

membres de l'association des professeurs;

- un article sur la technologie qui établit des structures paritaires visant à surveiller l'utilisation de la technologie; des dispositions dans l'article sur la tâche qui accordent aux membres un droit de veto sur la conversion d'un cours à une nouvelle technologie; un libellé dans l'article sur le droit d'auteur qui accorde aux membres un droit d'auteur pour leurs cours et les enregistrements vidéo, multimédias ou autre technologie de pointe qui en découlent. De plus, une somme de 90 000 $ est impartie à la recherche sur l'application de la technologie, sous l'égide d'un comité mixte;
- un nouveau libellé pour prévenir l'attribution arbitraire des tâches et pour contrôler le nombre d'étudiants par classe, accompagné d'une disposition pour l'audition juste des appels;
- un nouveau libellé prévoyant la création d'un comité mixte responsable de l'administration du contrat et habilité à examiner la planification à long terme de l'administration;
- un nouvel article sur l'inconduite dans la recherche scientifique.

L'exécutif de l'association de professeurs n'a fait aucune recommandation aux membres bien que le comité de négociation ait accepté en principe le libellé de l'entente de Burkett. Selon ce dernier, il ne pouvait parvenir à un meilleur règlement sans prolonger la grève. Le corps universitaire a accepté avec énormément de réticences le règlement, en particulier le volet salarial et le protocole de retour au travail.

Tourefois, la plupart des membres ont estimé qu'il serait imprudent de poursuivre la grève pendant l'été. Ils ont donc voté à 74,9 p. 100 en faveur du contrat. Dans un suffrage distinct, ils ont en plus exprimé un vote de non confiance à l'égard de l'administration à 79 p. 100.

La grève a soulevé de l'intérêt et une préoccupation envers la direction de l'université qui s'emploie de différentes façons à retirer à l'administration cette autorité. Ainsi, le corps universitaire a constaté pendant la grève qu'il pouvait s'allier à d'autres groupes pour contrôler le conseil d'université. À la réunion de ratification, il est devenu évident que les membres espéraient de leurs dirigeants de poursuivre la lutte contre l'oligarchie qui prévaut à l'Université York grâce à des moyens comme ceux-là.

De nombreuses personnes ont fait remarquer que le conseil d'administration de l'Université Trent avait mis sur pied une commission d'enquête après la grève. Cette commission, formée de Harry Arthurs, ancien recteur de l'Université York, et de Joyce Lorimer, ancienne présidente de l'ACPPU, a proposé des solutions importantes pour la réforme de la direction et les relations avec les employés à l'Université Trent.

Compte tenu du manque de confiance exprimée envers l'administration de York, il est clair que la question de la direction fera l'objet d'un examen minutieux au cours des prochains mois. On peut déjà remarquer une grande activité en ce sens dans les conseils de faculté de la part du corps universitaire. En outre, plusieurs comités paritaires mixtes représentant le syndicat et l'administration et mis sur pied en vertu du contrat s'occuperont de secteurs prioritaires de la vie universitaire.

D'après les solutions apportées, il semble que le corps universitaire de l'Université York soit déterminé à éviter au cours des deux prochaines années que l'oligarchie administrative soit capable de gouverner elle-même l'université. ■

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ACCOUNTANCY

UNIVERSITY OF WATERLOO — Applications are invited for Direct or of the School of Accountancy at the University of Waterloo. The appointment as Director is for a four-year term commencing July 1, 1997, and renewable for an additional two-year term. Candidates should have relevant experience in an academic environment and a strong research record in an area of interest and priority within the School. Demonstrated energy, innovation, leadership skills and relevant administrative experience are required, as well as a keen interest in leading a strong and active School. The School of Accountancy is one of the largest of 15 departments within the Faculty of Arts and has 22 full-time tenured or tenure-track faculty positions, 100 full-time graduate students at both Master's and PhD levels, 600 undergraduate students, seven support staff members and numerous adjunct teaching appointments. The School has a strong history of innovation with demonstrated accomplishments in both basic and applied research, and extensive involvement with the accounting professions and industry. The School attracts excellent students at both undergraduate and graduate levels and prides itself on the strength of its teaching. More information is available through the School's website: http://arts.uwaterloo.ca/ACCT.acct.html. The successful candidate will be appointed to a tenured position as Professor or Associate Professor within the School with salary at a level commensurate with qualifications and experience. The closing date for applications is June 15, 1997. Send curriculum vitae and the names and addresses of three references to Dr Brian Hendley, Dean, Faculty of Arts, University of Waterloo, Waterloo Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.

ADULT EDUCATION

ST. FRANCIS XAVIER UNIVERSITY — The Department of Adult Educa\on, St. Francis Xavier Univers\ty, invites applications for a tenure track position at the rank of Assistant Professor. Applicants holding a doctoral degree in adult education with practice experience are preferred. The Master of Adult Education program has a self-directed and professional development focus and is delivered via distance education. The position requires a comprehensive knowledge of learning theory, adult education foundations and practice. Duties include supervision of graduate students, facilitation of orientation sessions, and research. Salary is dependent on qualification s and experience. Please submit a letter of application together with a curriculum vitae and the names of three referees to: Dr. Marie A. Gillen, Chair, Department of Adult Education, St. Francis Xavier University, P.O. Box 5000, Antigonish, Nova Scotia B2G 2W5. Applications will be accepted until the position is filled. The position is subject to budgetary confirmation. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and landed immigrants. St. Francis Xavier University is an equal opportunity employer

AGRICULTURE & ENVIRONMENTAL SCIENCES

MCGILL UNIVERSITY — New Sun Fellowship in Environment. McGill University is seeking a leading Aboriginal scholar with an interest in environment and promoting aboriginal culture. The New Sun Fellowship is offered to qualified Aboriginal women or men working in one of the following areas: environment, sustainable development, nutrition, environmental law or Canadian studies. Minimum qualifications of a Masters Degree or equivalent is required. Candidates finishing a doctoral degree are encouraged to apply. The Fellow will be expected to teach and carry out research in an appropriate subject and to be a resource person for McGill's aboriginal students in association with the McGill First People's House. The candidate will be expected to lecture, lead seminars and workshops on both McGill Campuses. Expected start date for the Fellowship is Fall 1997. The Fellowship is offered for a two year term with a salary in the Associate Professor range. Financial support for research and travel is also available. English, an Aboriginal language and French would be an asset. Applicants should send a curriculum vita and arrange for three reference letters to be sent directly. Closing date for applications is 1 September 1997. McGill University is committed to equity in employment. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Applications to: Dean, Faculty of Agricultural and Environmental Sciences Macdonald Campus, McGill University, 21,111 Lakeshore Road, Ste. Anne de Bellevue, Quebec, H9X 3V9; Tel : (514) 398-7707 ; Fax: (514) 398-7766; Email: Buszard@agradm.lan.mcgill.ca

ANTHROPOLOGY

THE UNIVERSITY OF NEW BRUNSWICK invites applications for a probationary (tenure- track) appointment at the Assistant Professor level in Anthropology, effective 1 September 1997. The successful applicant will teach and conduct research in the area of Native North American anthropology with a specialization in the northeast preferred. Areas of expertise could include: ethnography and ethnohistory, culture and education, Native education, Native peoples and the state, land claims, Native languages, oral history, and indigenous resource management. Sub disciplinary areas could include: applied anthropology, anthropology of education, anthropology of ritual and religion, cognitive/symbolic anthropology, culture and communication, linguistics, physical/medical anthropology, and visual anthropology. Since this is a tenure-track appointment in Anthropology which is to be shared with the Faculty of Education, the successful applicant would have the opportunity to participate in the work of the Micmac-Maliseet Institute. Qualifying applicants will hold a doctoral degree in anthropology. They will have demonstrated ability in teaching and research. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity. This position is subject to final budgetary approval. Candidates should address a letter of application with a curriculum vitae and the names of three referees to Dr. Gail R. Pool, Chair, Department of Anthropology, University of New Brunswick, Fredericton, NB E3B 5A3; Fax: 506-453-5071. Applications are due by 15 July 1997.

BIOLOGICAL SCIENCES

UNIVERSITY OF ALBERTA — The Department of Biological Sciences in the Faculty of Science invites applications for two tenure-track positions at the level of Assistant Professor to build upon our international reputation in Systematics/Evolution. We seek applicants specializing in insects/invertebrates or vascular plants. The effective date of employment will be July 1, 1998. In accordance with Canadian immigration requirements, the advertisement is directed to Canadian citizens and permanent residents. Candidates must have a PhD and they should forward a curriculum vitae, list of publications, reprints of their three most significant publications, a brief statement of research and teaching interests and the names of three referees to: Dr. S.E. Jensen, Chair, Department of Biological Sciences, CW 405 Biol.Sci. Bldg. University of Alberta, Edmonton, Alberta T6G 2E9. E-mail: susan.jensen@ualberta.ca. For additional information about the Department see: http://www.biology.ualberta.ca/. Closing Date: October 15, 1997. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

BIOLOGY

UNIVERSITY OF OTTAWA — The Department of Biology of the University of Ottawa invites applications for a one-year replacement at the Assistant professor level for the 1997/1998 academic year. The successful candidate will be expected to teach courses and participate in research in the areas of ecology and/or environmental science. A tenure-track position in this area may become available in the near future. Interested candidates should send a curriculum vitae, a statement of teaching and research interests, and the names, addresses, and e-mail addresses of

POSTGRADUATE PROGRAM DIRECTOR
Department of Medicine
University of British Columbia

The University of British Columbia invites applications for the position of Postgraduate Program Director in the Department of Medicine. The successful candidate will have an FRCPC or equivalent in Internal Medicine. Candidates will have demonstrated status in postgraduate teaching administration as well as in research and clinical service. The individual will be responsible for the coordination of all activities within the Internal Medicine Residency Training Program and for supporting the academic missions of the UBC Department of Medicine. Credentials should be in keeping with an appointment at least at the Clinical Assistant or Clinical Associate Professor level.

Salary will be commensurate with experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities.

We wish to fill this position as soon as possible and no later than January 1, 1998. Please submit a letter of application, the names of three referees, and a CV **no later than August 1, 1997**, to: **Dr. G.B.J. Mancini, Eric W. Hamber Professor and Head, Department of Medicine, University of British Columbia and Vancouver Hospital Health Sciences Center, 950 W 10th Ave., Vancouver, BC V5Z 4E3.**

School of Public Administration

SENIOR APPOINTMENT:

Chair in Innovation, Science and Environmental Policy and Head of the Carleton Research Unit on Innovation, Science and Environment (CRUISE)

The new senior appointment will lead Carleton's major new initiative in the field of innovation, science and environmental policy and research. This field in turn is a leading example of Carleton's efforts to focus on its areas of strength in both public affairs and policy and high technology. The holder of the chair will lead an excellent core of existing Carleton faculty centred in the School of Public Administration but also drawing on key faculty from other social and natural science disciplines at Carleton and elsewhere.

Building on a formal partnership link with the very successful Science Policy Research Unit (SPRU) at the University of Sussex in the United Kingdom, the new head of CRUISE will lead in developing CRUISE into a world class institution in innovation, science and environment policy.

The appointment will be a tenure-track position in the School of Public Administration at the Professor or Associate Professor level. The appointee will also be responsible for the larger CRUISE program of the multi-sector Board of Directors of CRUISE.

It is expected that the successful appointee will come from any number of discipline backgrounds (e.g. social science, science and engineering, telecommunications) provided that the person has a demonstrated record of public policy concerns and a capacity to lead and further develop CRUISE in the next decade at Carleton.

The appointment will be effective January 1 or July 1, 1998. Applications, including complete curricula vitae should be sent by **September 30, 1997** to: **Director, School of Public Administration, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6.**

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. This appointment is subject to budgetary approval.

CARLETON • UNIVERSITY

The University of Northern British Columbia is a new Canadian university which opened in September, 1994. UNBC has a regional mandate to serve the northern two thirds of the Province, with regional offices in Prince Rupert, Fort St. John and Quesnel, and a main campus located in Prince George (population 75,000). We currently require the following professionals.

ANTHROPOLOGY
SESSIONAL POSITION

We require a qualified instructor in the field of Social/Cultural Anthropology for our 1997/1998 Fall and Winter terms. Geographic and interdisciplinary emphasis is open, though applications from those with a northern, interdisciplinary and applied focus are encouraged. This position is contingent upon final budgetary approval.

COMPUTER SCIENCE
TERM POSITION

Working within our Mathematics and Computer Science Program you will teach introductory programming courses and possibly an upper division course in the theory of computation. Teaching experience and at least a Master's degree in computer science, or a closely related field, are required. A doctoral degree is preferred. This position is for the 1997-98 academic year with the possibility of renewal for one or more additional years and is contingent upon final budgetary approval.

SCIENCE & MATHEMATICS
TERM POSITION

You will teach courses in remedial mathematics and in problem solving in the physical sciences and you will play a role in the Mathematics and Statistics Tutorial Lab Project. In addition to substantial teaching experience and at least a Master's degree in mathematics, or one of the sciences, your educational background must also include chemistry and physics. Teaching experience in lower division chemistry and/or physics is an asset and a doctoral degree would be an advantage. This position is available for the 1997-98 academic year and is contingent upon final budgetary approval.

STATISTICS
TERM POSITION

Your primary instructional responsibilities for the Program in Mathematics and Computer Science will be in statistics. You will teach lower and upper division courses in statistics and probability and possibly lower division calculus. You possess teaching experience and at least a Master's degree in mathematics, statistics or a closely related field. A doctoral degree is preferred. Contingent upon final budgetary approval, this position is available for the 1997-98 academic year only.

Please forward your resume, stating the position for which you are applying, and the names, addresses and phone numbers of three references, to: **Director of Human Resources, University of Northern British Columbia, 3333 University Way, Prince George, BC V2N 4Z9. Fax (250) 960-5695.** Applications received before June 30, 1997 will receive full consideration, however, applications will be accepted until the positions are filled. While we greatly appreciate all the replies we receive, we regret that we are only able to reply to applicants of immediate interest.

UNBC
UNIVERSITY OF NORTHERN BRITISH COLUMBIA

IN ACCORDANCE WITH CANADIAN IMMIGRATION REQUIREMENTS, PRIORITY WILL BE GIVEN TO CANADIAN CITIZENS AND PERMANENT RESIDENTS OF CANADA. THE UNIVERSITY OF NORTHERN BRITISH COLUMBIA IS COMMITTED TO EMPLOYMENT EQUITY AND ENCOURAGES APPLICATIONS FROM WOMEN, ABORIGINAL PEOPLES, PERSONS WITH DISABILITIES AND MEMBERS OF VISIBLE MINORITIES.

UNIVERSITY OF OTTAWA

CHAIR — DEPARTMENT OF CELLULAR & MOLECULAR MEDICINE

The Faculty of Medicine at the University of Ottawa seeks a dynamic academic leader as Chair of the new Department of Cellular & Molecular Medicine. The Department, the result of a merger of the Departments of Anatomy & Neurobiology, Pharmacology and Physiology, comprises 60 fulltime and crossappointed scientists and is the largest basic science department in the Faculty. The current graduate studies enrollment of the Department is 60 students.

Applicants should have an outstanding record of achievement and innovation in research and education in the disciplines of cellular and molecular biology or integrative biology. Proficiency in both official languages (English and French) is desired.

Appointment to the Faculty of Medicine will be made at the appropriate academic rank (Associate or Full Professor). Interested applicants are requested to submit a Curriculum Vitae and the names of three references to Dr. Peter Walker, Dean, Faculty of Medicine, 451 Smyth, Ottawa (Ontario) K1H 8M5 CANADA by September 15, 1997.

In accordance with Canadian immigration requirements, this advertisement is directed primarily, but not solely, to Canadian citizens and permanent residents. Women, aboriginal peoples, members of visible minorities and persons with disabilities are encouraged to apply. More information can be obtained at http://www.uottawa.ca/academic/med/cellmol/ after July 1, 1997.

three referees by June 15, 1997 to: Dr. David J. Currie, Chair, Search Committee, Department of Biology, University of Ottawa, P.O. Box 450, Stn A, Ottawa, Ontario K1N 6N5; tel: (613) 562-5800, ext. 6355, fax: (613) 562-5486, e-mail: dcurrie@science.uottawa.ca. Equity is a University policy. The University strongly encourages applications from women. In accordance with Canadian immigration regulations, priority will be given to Canadian citizens and permanent residents.

UNIVERSITÉ D'OTTAWA — Le Departement de biologie de l'Université d'Ottawa cherche à combler un poste de professeur(e) remplaçant(e), au rang adjoint(e), pour l'année académique 1997/98. La personne choisie enseignera des cours et participera à de la recherche en écologie et/ou en sciences environnementales. Il se peut qu'un poste pouvant mener à la permanence s'ouvre dans ce domaine dans un avenir proche. On invite les personnes intéressées à envoyer un curriculum vitae, accompagné d'un résumé d'intérêts en recherche et enseignement, ainsi que les noms, les adresses postales et de courrier électronique, de trois personnes pouvant fournir des lettres d'appréciation. Le tout doit être envoyé avant le 15 juin 1997 au professeur David J. Currie, Directeur du comité de sélection, Département de biologie, Université d'Ottawa, Case postale 450, Succursale A, Ottawa, Ontario K1N 6N5; téléphone: (613) 562-5800, poste 6355, télécopieur: (613) 562-5486, courrier électronique: dcurrie@science.uottawa.ca. L'Université a une politique d'équité en matière d'emploi. Les femmes sont fortement encouragées à poser leur candidature. Selon les politiques d'immigration canadienne, cette annonce s'adresse en priorité aux citoyens et aux citoyenne et aux résidents et résidentes permanents du Canada

BIOSTATISTICS

MEMORIAL UNIVERSITY OF NEWFOUNDLAND — Biostatistician, The Faculty of Medicine is seeking a biostatistician for a tenure-track position in the Division of Community Medicine. Candidates for the position should hold at least a Masters degree and preferably a PhD in Statistics or in a related area and have experience of applied and/or health research. Responsibilities will include maintaining an active research program, contributing to undergraduate and graduate teaching, and providing statistical advice to faculty. The Division of Community Medicine is a growing section of the Faculty of Medicine. Opportunities exist for collaboration with clinicians and basic scientists within the Faculty and throughout the University. Salary and rank will be commensurate with experience. The anticipated date of appointment is January 1998. Closing date for applications is July 30, 1997. Applications including a curriculum vitae and names of at least three referees should be directed to: Roy West, PhD, Associate Dean, Division of Community Medicine, Faculty of Medicine, Memorial University of Newfoundland, St. John's, NF A1B 3V6. In accordance with Canadian immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents of Canada. Memorial University is committed to employment equity.

BUSINESS

UNIVERSITY OF NEW BRUNSWICK — The Faculty of Business at the University of New Brunswick invites applications for a tenure track position in Hospitality and Tourism. This position starts in January of 1998, and is subject to final budgetary approval. Applicants should have an earned doctorate, or a Masters degree in Tourism or related field, with experience in the hospitality industry. Rank and Salary will be commensurate with qualifications and experience. Candidates with lesser qualifications will be considered for term appointment. Applications will be accepted until the positions are filled. Please send CV and the names and addresses of three referees to: Dr. John Chalykoff, Dean, Faculty of Business, University of New Brunswick, Saint John Campus, PO Box 5050, Saint John, NB E2L 4L5. In accordance with Canadian Immigration Regulations, preference will be given to citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity.

UNIVERSITY OF NEW BRUNSWICK — The Faculty of Business at the University of New Brunswick invites applications for a tenure track position in Finance. This position starts in January of 1998, and is subject to budgetary approval. Applicants should have an earned doctorate or equivalent. Rank and Salary will be commensurate with qualifications and experience. Candidates with lesser qualifications will be considered for term appointment. Applications will be accepted until the positions are filled. This position is subject to budgetary approval. Please send CV and the names and addresses of three referees to: Dr. John Chalykoff, Dean, Faculty of Business, University of New Brunswick, Saint John Campus, PO Box 5050, Saint John, NB E2L 4L5. In accordance with Canadian Immigration Regulations, preference will be given to citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity.

CHEMISTRY

UNIVERSITY OF ALBERTA — The Department of Chemistry invites applications for a tenure-track position in Analytical Chemistry at the Assistant Professor level to begin July 1, 1998. The Department seeks candidates with demonstrated ability and outstanding potential for excellence in teaching and research. A PhD in Chemistry or a closely related area is essential and postdoctoral experience is an asset. We are seeking candidates whose research interests will complement those of the present faculty; however, outstanding candidates in any area of analytical chemistry are encouraged to apply. The research of 31 faculty and 140 graduate students is supported by excellent services, including mass spectrometry and high-field NMR laboratories, and departmental electronic, machine, and glassblowing shops. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The applicants should submit a complete curriculum vitae and research proposals by August 31, 1997, and arrange to have at least three confidential letters of recommendation sent on their behalf to: Professor Gary Horlick, Chair, Department of Chemistry, University of Alberta, Edmonton, Alberta, Canada T6G 2G2. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities and members of visible minorities.

UNIVERSITY OF ALBERTA — The Department of Chemistry invites applications for a tenure-track position in Physical Chemistry at the Assistant Professor level to begin July 1, 1998. The Department seeks candidates with demonstrated ability and outstanding potential for excellence in teaching and research. A PhD in Chemistry or a closely related area is essential and postdoctoral experience is an asset. The research area can be in any aspect of Physical Chemistry which complements the expertise of the current faculty. The research of 31 faculty and 140 graduate students is supported by excellent services, including mass spectrometry and high-field NMR laboratories, and departmental electronic, machine, and glassblowing shops. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The applicants should submit a complete curriculum vitae and research proposals by August 31, 1997, and arrange to have at least three confidential letters of recommendation sent on their behalf to: Professor Gary Horlick, Chair, Department of Chemistry, University of Alberta, Edmonton, Alberta, Canada T6G 2G2. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities and members of visible minorities.

UNIVERSITY OF ALBERTA — The Department of Chemistry invites applications for a tenure-track position in Physical Chemistry at the Assistant Professor level to begin July 1, 1998. The Department seeks candidates with demonstrated ability and outstanding potential for excellence in teaching and research. A PhD in Chemistry or a closely related area is essential and postdoctoral experience is an asset. The research area can be in any aspect of Physical Chemistry which complements the expertise of the current faculty. The research of 31 faculty and 140 graduate students is supported by excellent services, including mass spectrometry and high-field NMR laboratories, and departmental electronic, machine, and glassblowing shops. The applicants should submit a complete curriculum vitae and research proposals by August 31, 1997, and arrange to have at least three confidential letters of recommendation sent on their behalf to: Professor Gary Horlick, Chair, Department of Chemistry, University of Alberta, Edmonton, Alberta, Canada T6G 2G2. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities and members of visible minorities.

UNIVERSITY OF ALBERTA — The Department of Chemistry invites applications for a tenure-track position in Analytical Chemistry at the Assistant Professor level to begin July 1, 1998. The Department seeks candidates with demonstrated ability and outstanding potential for excellence in teaching and research. A PhD in Chemistry or a closely related area is essential and postdoctoral experience is an asset. We are seeking candidates whose research interests will complement those of the present faculty; however, outstanding candidates in any area of analytical chemistry are encouraged to apply. The research of 31 faculty and 140 graduate students is supported by excellent services, including mass spectrometry and high-field NMR laboratories, and departmental electronic, machine, and glassblowing shops. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities and members of visible minorities.

UNIVERSITY OF WATERLOO — Definite-term Faculty Appointment in Analytical Chemistry. The Department of Chemistry of the University of Waterloo invites applications for a 4-year definite-term assistant professorship in Analytical Chemistry. Interested applicants in all areas of Analytical Chemistry are welcome to apply. The appointee will be expected to teach courses in Analytical Chemistry at both the graduate and undergraduate levels as well as to develop a strong, vigorous, independent research program. The University of Waterloo provides an excellent research and teaching environment and the Department of Chemistry operates a joint graduate program with the University of Guelph via the Guelph-Waterloo Centre for Graduate Work in Chemistry which is the largest graduate program in Chemistry in Canada. Opportunities also exist for collaborative interdisciplinary research in Analytical Chemistry within the University of Waterloo through, for example, The Centre for Groundwater Research, The Environmental Science and Engineering Program, The Centre for Materials Research and The Biotechnology Research Centre. This advertisement is directed to all members of the international Analytical Chemistry community regardless of nationality. Additional information concerning the department is available at: http://www.science.uwaterloo.ca/chemistr/gwc2.html. Applications will be accepted until July 31, 1997 for an anticipated starting date of January 1, 1998. Interested applicants should submit a curriculum vitae, a short research proposal (3 pages, single spaced) and arrange for three letters of recommendation to be sent on their behalf to: T.B. McMahon, Chair, Department of Chemistry, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents; however, applications from all outstanding candidates will be considered. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

UNIVERSITY OF WATERLOO — Faculty Appointment in Inorganic Chemistry. The Department of Chemistry of the University of Waterloo is seeking an outstanding individual with a proven record of research excellence for a faculty position in Inorganic Chemistry. While exceptional candidates at all levels will be considered, it is anticipated that the appointment will be made at the level of Full Professor in order to attract an individual who will contribute a leadership role in Inorganic Chemistry in the department. Inquiries, expressions of interest and suggestions of potential candidates should be sent to: T.B. McMahon, Chair, Department of Chemistry, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. This advertisement is directed to all members of the international Inorganic

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Shastri Indo-Canadian Institute

Partnership Programme

L'INSTITUT INDO-CANADIEN SHASTRI
INDO-CANADIAN INSTITUTE

N.B. This is a readvertisement of a competition announced in early 1996, with an initial deadline of 30 April 1996. Applicants who submitted their applications by 30 April 1996 need not reapply — but may do so if they wish. All applications will be considered together in 1997. Other than dates, the only significant change in this readvertisement is an additional thematic area.

The Partnership Programme

The Shastri Indo-Canadian Institute invites applications under a programme of collaborative research expected to be funded by the Canadian International Development Agency.

Aims

The programme is intended to facilitate the process of sustainable development through innovative research collaboration and to initiate or strengthen institutional links with some prospects of being sustained beyond the life of the programme.

Areas

Research projects will be eligible for funding only if they fall within the following broad thematic areas:

- Development and the Environment
- Social and Economic Reform
- Private-sector Development
- Gender and Development

Please not that under Gender and Development, submissions in the area of Gender and Higher Education will be considered if they have a development focus. Since the Institute's mandate cover the disciplines of the humanities and the social sciences (including education, management and law), projects that fall properly within the disciplines of the natural sciences or engineering cannot be funded. This is not, however, intended to exclude either the participation of scientists and engineers in research teams or the investigation of the impact of science and technology on society.

Eligibility

Applicants must be i) Canadian or Indian universities or ii) research centres or institutes affiliated with universities or iii) independent research or policy institutes or iv) teams of researchers affiliated with any of the above. All researchers participating in the projects must be citizens or permanent residents of Canada or citizens of India. Established links with institutions or individuals in the other country are not a requirement.

Categories

Projects must be clearly identified by the applicants as falling under one of two categories. Category A is intended for substantial research proposals with strong research teams including faculty as well as graduate students that may be expected to make a significant contribution to policy formulation or to have other significant developmental impacts. Successful projects in this category will typically be funded for a two-year period in the amount of $100,000 or more. Category B is intended for projects with smaller teams and timeframes which might be funded in the range of $50,000 for a period of one year. In both categories, preference will be given to new projects.

Application Procedure

The selection process will have two stages. In the first stage, applicants (institutions or research teams in either Canada or India) must submit an application by 31 July 1997. Results will be announced no later than 30 September 1997 and successful applicants may be provided with modest seed funding to prepare for the second stage. In this stage, applicants (binational research teams) must submit a full-fledged proposal by 15 December 1997. Results will be announced by 15 March 1998. All awards are subject to approval by the Government of India. It is imperative that applicants follow the detailed guidelines and use the application forms available from the Institute at both stages.

Please note that the deadlines given here are for receipt (not date of post-mark) of complete applications at the addresses given below.

In Canada, contact:

Programme Officer — Partnership Programme
Shastri Indo-Canadian Institute
1402 Education Tower
2500 University Drive N.W.
Calgary, Alberta T2N 1N4

Tel: 403-220-3220
Fax: 403-289-0100
E-mail: sicl@acs.ucalgary.ca

In India, contact:

Programme Officer — Partnership Programme
Shastri Indo-Canadian Institute
5 Bhai Vir Singh Marg
New Delhi, 110 001
India

Tel: 11-374-6417
Fax: 11-374-6416
E-mail: postmast@sicl.dcl.set.ernet.in

Simon Fraser University
Chair—Department of English

Applications are invited for the position of Chair of the Department of English at Simon Fraser University. The appointment will be made at the rank of Associate or Full Professor, with tenure. Candidates must have an excellent record in teaching, publication and research, as well as proven administrative skills. Qualified applicants from all fields of English will be considered. English is the second largest department at Simon Fraser University, serving more than 750 majors, and is currently comprised of 38 full-time faculty and approximately 65 MA and PhD students. A recently revised curriculum reinforces our commitment to the range of English studies while enhancing flexibility and opportunities for innovation. The English Department is also home to the university's Centre for Research in Professional and Academic Writing. The department hopes to make several appointments during the chair's term due to impending retirements. The chair appointment is for a five-year term beginning 1 September 1998. Please submit a letter of application, a curriculum vitae, and the names of three referees to: **Dean of Arts, Simon Fraser University, Burnaby, B.C. V5A 1S6** FAX: (604) 291-3033. All application materials must be received by **October 15, 1997**. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. This position is subject to budgetary approval.

ASSISTANT PROFESSOR
RECREATIONAL FISHERIES

The New Brunswick Co-operative Fish and Wildlife Research Unit is operated jointly by the University of New Brunswick and the New Brunswick Department of Natural Resources and Energy. This unit has an externally funded recreational fisheries position available at the Assistant Professor level (tenure track), involving both teaching and research duties. The appointment will be held jointly between the faculties of Forestry and Environmental Management and Science (Biology) on the Fredericton campus of the University. The appointment date is September 1, 1997 or as agreed. The Cloverleaf Foundation will provide initial research funding.

We invite inquiries from fisheries scientists with good quantitative skills and a broad interest in fisheries to address recreational fish management problems. Candidates should be interested in forestry/fisheries interactions, smallmouth bass biology, effects of pulp and paper and/or mining wastes on fisheries, interactions of wild and cultured fishes, effectiveness of salmonid enhancement and assessment of populations.

Interested candidates should send their CV and the names of three potential referees to:

Dr. Frank R. Wilson
Vice-President (Research and International Cooperation)
University of New Brunswick
P.O. Box 4400
Fredericton, New Brunswick E3B 5A3
Canada

Applications will be accepted until **July 15, 1997.**

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

UNIVERSITY OF NEW BRUNSWICK

DEAN, School of Business Administration
University of Prince Edward Island

The University of Prince Edward Island seeks a dynamic and innovative individual capable of leading the School of Business Administration into the twenty-first century.

The successful candidate will have a strong background in teaching, research and community service. A PhD or equivalent is preferred, but candidates with exceptional experience in government or corporate business are also invited to apply.

In addition to establishing strong links with the local business community, the Dean will also be expected to work co-operatively with faculty, staff and students.

The School of Business Administration has twelve full-time faculty, offers a Bachelor of Business Administration degree (BBA), supports Certificate and Diploma programs in Public Administration, and offers a co-operative/internship option within the BBA.

The position of the Dean is for a six-year term, beginning as early as 1 July, 1997.

Please send a letter of application and curriculum vitae, and have three letters of reference sent on your behalf to:

Chair, Search Committee for a Dean of Business
c/o Office of the President, UPEI
550 University Avenue
Charlottetown, PE C1A 4P3

Applications will be accepted until the position is filled.
For more information: (902) 566-0683
eepperly@upei.ca or http://www.upei.ca

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. UPEI is committed to the principle of equity in employment.

CLASSIFIEDS

Chemistry community regardless of nationality. The position will remain open until filled. Additional information concerning the department is available at: http://www.science.uwaterloo.ca/chemistry/wc2.html. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada: however, applications from all outstanding candidates will be considered. The University of Western encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. This appointment is subject to the availability of funds.

CLASSICS

UNIVERSITY OF ALBERTA — The Department of History and Classics, University of Alberta, invites applications for a tenure-stream appointment at the junior Assistant Professor level in the area of Classical art and archaeology. Candidates should be prepared to teach senior undergraduate and graduate level courses in Roman Art, and will be expected to teach an introductory course on either World History or Classical Mythology. Demonstrated excellence in teaching and research is essential; a PhD is required prior to issuance of a contract. The Faculty of Arts at the University of Alberta is engaged in an extensive process of renewal, and is committed to ensuring that the substantial number of hirings anticipated over the next several years will secure for the future the lively and productive intellectual environment on which it prides itself. The Classics program itself is undergoing major renewal. The current appointment is one of four new appointments in the last two years. It is the Department's aim to maintain a strong and balanced program in Classics while at the same time encouraging innovative developments in the field. The Classics program is currently supported by faculty with specialist interests in a broad range of Classical study, including Greek and Latin literature, Greek and Roman history and Classical archaeology. The Department has identified Classical archaeology as an emerging area of strength and has active programs of excavation in Italy and Tunisia. The University of Alberta offers excellent library resources in many areas of Classics. Other resources include an extensive Departmental slide library and the W.G. Hardy Museum of Classical Antiquities. The appointment will commence on July 1, 1998, conditional on funds being made available. The current salary floor for an Assistant Professor is $39,230. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. A letter of application, a curriculum vitae, university transcripts, and representative samples of publications or other written work are required. In addition, three referees should be asked to send confidential letters of appraisal to Ms. Louise Jenkins, Secretary to the Hiring Committee, Department of History and Classics, University of Alberta, Edmonton, Alberta, T6G 2H4. Closing date: September 30, 1997. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities and members of visible minorities.

UNIVERSITY OF ALBERTA — The Department of History and Classics, University of Alberta, invites applications for a tenure-stream appointment at the junior Assistant Professor level in the area of Greek language and literature. Candidates should be prepared to teach senior undergraduate and graduate level courses in Greek authors, and will be expected to teach an introductory course in either World History or Classical Mythology. Ability to teach senior undergraduate and graduate level courses in some area of Greek cultural studies would be an advantage. Demonstrated excellence in teaching and research is essential; a PhD is required prior to issuance of a contract. The Faculty of Arts at the University of Alberta is engaged in an extensive process of renewal, and is committed to ensuring that the substantial number of hirings anticipated over the next several years will secure for the future the lively and productive intellectual environment on which it prides itself. The Classics program itself is undergoing major renewal. The current appointment is one of four new appointments in the last two years. It is the Department's aim to maintain a strong and balanced program in Classics while at the same time encouraging innovative developments in the field. The Classics program is currently supported by faculty with specialist interests in a broad range of Classical study, including Greek and Latin literature, Greek and Roman history and Classical archaeology. The Department has identified Classical archaeology as an emerging area of strength and has active programs of excavation in Italy and Tunisia. The University of Alberta offers excellent library resources in many areas of Classics. Other resources include an extensive Departmental slide library and the W.G. Hardy Museum of Classical Antiquities. The appointment will commence on July 1, 1998, conditional on funds being made available. The current salary floor for an Assistant Professor is $39,230. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. A letter of application, a curriculum vitae, university transcripts, and representative samples of publications or other written work are required. In addition, three referees should be asked to send confidential letters of appraisal to Ms. Louise Jenkins, Secretary to the Hiring Committee, Department of History and Classics, University of Alberta, Edmonton, Alberta, T6G 2H4. Closing date: September 30, 1997. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities and members of visible minorities.

COMMUNICATION STUDIES

CONCORDIA UNIVERSITY — The Department of Communication Studies (pending budgetary approval) invites applications for a tenure track appointment at the level of Assistant Professor, commencing January 1, 1998. The Department offers programs leading to the B.A., graduate Diploma, M.A. and Ph.D. degrees. The undergraduate program is well known for its integration of media production and critical theoretical perspectives; the unique, bilingual and inter-university Ph.D. program offers access to a wide range of resources and expertise. In keeping with Concordia's mission, the Department fosters inclusivity in its research, curriculum and teaching practices and is committed to serving the needs of a diverse student population. Applicants must hold a degree of Ph.D. or equivalent in research or production. Related teaching experience and research/professional portfolio are essential as well as expertise in at least two of the following areas: Communication Theory; Communication Policy; Cross-Cultural Communication; Cultural Studies; Media Studies; New Technology and Rhetorical Studies. Experience in media production is an asset. In addition, a working knowledge of French is essential. Principal responsibilities will include teaching and supervising students at the B.A., graduate Diploma, M.A. and Ph.D levels. Deadline for applications is September 15, 1997. Please send letter of interest, curriculum vitae and three letters of reference to: Hal Thwaites Chair, Department Personnel Committee, Communications Studies BR-111, 7141, Sherbrooke St. West., Montreal, Quebec H4B 1R6 In accordance with Canadian Immigration requirements, priority shall be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. All things being equal, women candidates will be given priority.

COMPUTER SCIENCE

UNIVERSITY OF TORONTO and the Fields Institute — The Department of Computer Science, University of Toronto, and The Fields Institute invites applications for a Postdoctoral Fellowship for the Complexity Theory program to run January-June, 1998 (however the start date could be as early as September 1997). The Fields Institute for Research in Mathematical Sciences is located on the campus of the University of Toronto and develops research programs in pure and applied mathematics, statistics, computer science and at the interface of mathematics with a broad spectrum of other disciplines (e.g. engineering, theoretical physics and telecommunications, to name a few). The closing date for applications is (July 1, 1997). They should be addressed to: Professor W.H. Enright, Department of Computer Science, University of Toronto, Toronto, Ontario, Canada M5S 3G4. Please arrange for 3 letters of reference to be sent to the same address. Fields Institute home page: http://www.fields.utoronto.ca/; Department of Computer Science home page: http://www.cs.toronto.edu.

UNIVERSITY OF TORONTO — The Department of Computer Science, University of Toronto invites applications for a number of positions. Subject to budgetary approval, one or more Limited Term Faculty positions are available for the 1997-98 academic year. Applicants must be able to teach a range of Computer Science courses. In addition, funding permitting, Research Associate positions are available in Theoretical Computer Science. Applications, including a curriculum vitae and a list of publications, should be sent to: Professor Wayne H Enright, Chairman, Department of Computer Science, University of Toronto, Toronto, Ontario M5S 3G4 Canada. Please arrange to have three letters of reference sent directly to the same address. Deadline for application is July 15, 1997. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples, and persons with disabilities.

UNIVERSITY OF MANITOBA — Department of Computer Science. Applications are invited for two full-time tenure-track positions, subject to final budgetary approval, at the Assistant Professor level, commencing September 1, 1997, or as soon as possible thereafter. Minimum qualifications are a PhD in Computer Science or allied discipline, and evidence of a strong research potential in applied computer science. Prior teaching experience will be considered an asset. Applicants are principally sought in the areas of programming languages and compilers, software engineering, operating systems, networks, and parallel systems, though truly outstanding candidates in other areas may be considered. Duties will include undergraduate and graduate teaching and supervision, research and service related activities. The salary range for the position is $40,868 to $62,509. The Department currently has 23 full-time tenure track faculty members and a number of term appointments, and offers a full range of both undergraduate and graduate programmes, including cooperative programmes. We currently have over sixty graduate students. The Department is a well-established one which has recently been in an expansionary phase. Both the undergraduate and graduate curricula have been extensively revised and extended. The Department provides good technical support for both teaching and research. Current and planned departmental facilities include numerous UNIX based Workstations, X-Windows terminals, a parallel machine, a software development and testing laboratory, and numerous other research laboratories and personal machines, all of which are networked. The Department has well equipped UNIX and object-oriented teaching labs. The university Computer Centre provides virtually unlimited access to UNIX based workstations and other personal and mainframe computing facilities, as well as Internet connections. This is an excellent opportunity for good researchers and teachers to get in on the ground floor of an exciting Department. Winnipeg has a great deal to offer, both culturally and recreationally, with a number of professional and other ethnic arts groups, professional sports teams, and many opportunities nearby for all types of outdoor activities in all seasons. The Winnipeg housing market is one of the most favourable in Canada to the home buyer. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. This advertisement is directed to Canadian citizens and permanent residents. Further information concerning the Department and the University may be obtained from http://www.cs.umanitoba.ca/. Applicants should send a curriculum vitae and the names of three referees to: Chair of Search Committee, Department of Computer Science, University of Manitoba, Winnipeg, Manitoba R3T 2N2; E-Mail: search@cs.UManitoba.ca; Telephone: (204) 474-8313; Fax: (204) 269-9178. Qualified women are particularly encouraged to apply. Closing date for applications is October 1, 1997. Consideration for the positions will commence on July 1, 1997.

CONCORDIA UNIVERSITY — The Department of Computer Science invites applicants at the Assistant Professor level for an opening in the general area of Multimedia, including information management, software, artificial intelligence, human computer interface, database and networks. Applicants should possess a strong commitment to teaching and a clearly demonstrated excellent research potential. The incumbent must have the interest and ability to teach effectively at the Bachelor's, Master's and Ph.D. levels. The successful candidate is also expected to carry out independent research and attract external funding. Although the primary language of instruction is English, proficiency in French will be considered an asset. Concordia University is located in Montreal, a bilingual, dynamic, safe city which has an exciting climate of cultural diversity and many cultural activities. Montreal has a flourishing software industry, with many companies involved in various aspects of Multimedia. Concordia has designated Multimedia and digital animation, for use by Communication Studies, Computer Science and Fine Arts. Recently, the Department has established, with the Faculty of Fine Arts, a double undergraduate major in Computer Applications and Digital Image and Sound. The Department houses approximately 700 undergraduate and 200 graduate students. Its activities are supported by approximately 29 full-time faculty 15 staff members. The Department has established a research centre, CENPARMI (Centre for Pattern Recognition and Machine Intelligence) with a specialization in pattern recognition and related expert-system research. It is involved in two inter-university research centres in mathematical computing and in VLSI architecture, viz., CICMA (Centre Interuniversitaire en Calcul Mathematique Algebraic), and GSLRO (Groupe de Recherche Interuniversitaire en Architecture de Haute Performance et VLSI), respectively. The Department also participates in Micronet, a Network of Centres of Excellence. To promote the development of new faculty members, the University has the FRDP programme to provide seed grants for research in the first three years. There are also excellent possibilities of external funding from both government research agencies (NSERC, FCAR) and industry. Subject to budgetary approval, the position is expected to be filled by September 1, 1997. Applicants should send a resum and arrange to have sent three letters of reference to: Dr. Clement Lam, Chair Department of Computer Science Concordia University, 1455 de Maisonneuve West Montreal, Quebec H3G 1M8; Fax: (514) 848-2830; email: hirng@cs.concordia.ca Concordia is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. In accordance with Canadian immigration requirements, priority shall be given to Canadian citizens and permanent residents. All things being equal, women candidates will be given priority.

COUNSELLING

TRINITY WESTERN SEMINARY invites applications and nominations for the following positions, subject to budgetary approval: 1. A part-time sessional position beginning Fall of 1997, at rank of Assistant Professor, and, for a suitable candidate, developing to full-time tenure track for Fall, 1998. The individual hired will become the Clinical Director of our Master of Counselling program, with primary responsibility for practicum and internship supervision. The ideal candidate will possess AAMFT credentials for supervision, an earned doctorate in a counselling related discipline, 5 years professional counselling experience, some level of theological training, and experience teaching at university or graduate level. Female applicants encouraged. 2. A full-time, tenure track position at the rank of Assistant Professor for the Fall of 1998. The individual hired will be expected to teach and supervise counselling graduate students. The ideal candidate will possess an earned doctorate in a counseling related field and training in Marriage and Family therapy, extensive professional experience in marriage and family therapy, a background in theological studies, and 3 years experience teaching at university or graduate level. Trinity Western Seminary is a member of the Associated Canadian Theological Schools (ACTS), the graduate theological school of Trinity Western University, and is affiliated with the Evangelical Free Church of Canada. All faculty are expected to be in agreement with the community standards and theological stance of the seminary. Vitae and references should be sent to: Dr. Guy Saffold, Dean, Trinity Western Seminary, 7600 Glover Road, Langley, B.C. V2Y 1Y1 Fax: (604) 513-2045. Qualified applicants will be considered for employment without regard to race, age, sex, handicapping conditions or national origin. In accordance with Canadian immigration

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Memorial
University of Newfoundland

TENURE TRACK POSITION
Department of Earth Sciences

The Department of Earth Sciences, Memorial University of Newfoundland wishes to make a tenure-track appointment in geochemistry at the rank of Assistant or Associate professor. This appointment is subject to budgetary approval. The successful candidate will be expected to provide leadership in the ongoing development of a well-established ICP-MS laboratory having both solution and laser ablation capabilities, to establish an externally funded research program, and to contribute to undergraduate and graduate education. ICP-MS based research programs in our large and varied department include mineralogical/petrological, economic, environmental, and geochronological applications. Research interests compatible with one or more of these areas, combined with hands-on experience using ICP-MS technology, and an interest in collaborative research would be valuable assets. A curriculum vitae, and the names and addresses (mail, phone, fax, e-mail) of at least three referees should be sent before **August 31, 1997** to: **ICP-MS Search Committee, Department of Earth Sciences, Memorial University of Newfoundland, St. John's, NF, Canada, A1B 3X5.** Additional information is available at http://www.esd.mun.ca, or from Dr. G. Quinlan at (709) 737-2334, or by e-mail to gquinlan@sperky2.esd.mun.ca. In accordance with Canadian immigration requirements, preference will be given to Canadian citizens and permanent residents. Memorial University is committed to the principles of employment equity, and welcomes applications from all qualified candidates.

University of Waterloo

Dean of the Faculty of Mathematics

Candidates are sought for the position of Dean of the Faculty of Mathematics. Consisting of approximately 130 faculty members and 40 support staff in five academic departments (Applied Mathematics, Combinatorics & Optimization, Computer Science, Pure Mathematics, Statistics & Actuarial Science), the Faculty offers graduate and undergraduate programs leading to the BMath, MMath, MPhil and PhD degrees. Full-time undergraduate enrolment is about 2800, with two-thirds in co-op (alternating work/study) programs; about 40% of the Faculty's 250 full-time graduate students are enrolled in doctoral programs. Total UW full-time enrolment is about 17,000.

The successful candidate will have a proven record of scholarship, teaching and administration in order to qualify for a tenured appointment at a senior level. Applications should be accompanied by: a current curriculum vitae; and outline of the talents, experience and ideas a candidate would bring to the deanship; and the names and addresses of three referees in a position to comment on a candidate's academic credentials and administrative experience. Nominations are also invited and should include a current CV, where possible.

Applications and nominations will be treated in confidence and should be directed by mail or fax (519-888-6337) no later than **June 30, 1997** to:

John Bullen
Associate University Secretary
Needles Hall
University of Waterloo
Waterloo, Ontario
N2L 3G1

The initial five-year appointment will begin on July 1, 1998.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.

The UW home page on the Web is at http://www.uwaterloo.ca/home.html [The full text of Policy 45 — Dean of a Faculty — is under 'documents'.]

UNIVERSITY OF WINDSOR

Head, Acquisitions/ Bibliographic Services

Applications are invited for the position of Head, Acquisitions & Bibliographic Services for a 5 year renewable term with eligibility for permanence.

Responsibilities include direction and co-ordination of 29 staff.

A Master's degree in Library or Information Science from an ALA accredited school or equivalent qualifications are required with five years of experience preferred. The candidate should have a thorough knowledge of current trends in acquisitions and bibliographic services and resources; skills in budget and human resource management; and experience with automated bibliographic utilities and cataloguing standards including MARC and AACRII. The Library is implementing Endeavor's client-based Voyager software.

The University of Windsor is committed to equity and diversity in the workplace and welcomes applications form Aboriginal peoples, persons with disabilities and members of visible minorities. Applications from women are particularly encouraged. In accordance with Canadian immigration standards, this advertisement is directed to Canadian citizens and permanent residents of Canada. Please send a curriculum vitae and the names of three referees by **July 11, 1997** to: **Gwendolyn Ebbert, University Librarian, University of Windsor, 401 Sunset Ave., Windsor, ON N9B 3P4.**

McGill

Computer Engineering

The Department of Electrical Engineering invites applications for a non tenure-track, one year position at the rank of assistant professor in computer engineering, starting on September 1 1997. Applicants must hold a Ph.D in computer engineering or a related discipline, and have a strong established teaching record in the subjects of operating systems, real-time systems, signal processing, and numerical analysis. Working in a multi-disciplinary research environment, the successful applicant will also be expected to possess an excellent research background in artificial vision and mathematical modeling.

Interested candidates are invited to send their resume by **July 1 1997** to **Professor N.C. Rumin, Chairman, Department of Electrical Engineering, McGill University, 3480 University St. Montreal, QC, Canada, H3A 2A7.**

In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. McGill University is committed to employment equity.

DÉVELOPPEMENT ET PAIX

Organisation catholique canadienne pour le développement et la paix

Organisme de l'Église catholique canadienne pour la solidarité internationale qui appuie des projets dans 40 pays du Sud, Développement et Paix sollicite, pour son siège social à Montréal, des candidatures au poste de:

Personne directrice générale adjointe

Profil de la personne recherchée

Vos talents de gestionnaire et votre expérience du milieu des ONG vous ont mérité une solide réputation de chef de file. Vous avez acquis une bonne connaissance de la culture canadienne et des questions reliées au développement durable. La communication et les relations humaines font partie de vos points forts et vous possédez un intérêt particulier pour les questions de Genre et développement

Les responsabilités

Vous appuyez le directeur général dans la gestion d'ensemble de l'organisme. De façon particulière, sous son autorité, vous coordonnez le développement du membership et de la collecte de fonds, vous supervisez l'élaboration du programme triennal de l'organisme et la rédaction des rapports afférents; dans le cadre de celui-ci, vous coordonnez les liens entre les programmes de développement au Sud et les programmes d'éducation au Canada.

Les exigences

Titulaire d'un diplôme de deuxième cycle ou l'équivalent, vous comptez dix années d'expérience comme gestionnaire. Ayant de solides acquis en coopération internationale, vous possédez une bonne connaissance de la réalité socio-économique, politique et culturelle du Nord et du Sud en plus de maîtriser l'anglais et le français (l'espagnol est un atout). Enfin, vous avez de l'expérience en milieu informatisé.

Les conditions de travail

Le salaire et les avantages sociaux sont en conformité avec la politique de l'organisme.

Les personnes intéressées doivent soumettre leur curriculum vitae, accompagné d'une lettre précisant les raisons motivant leur candidature avant le 20 juin 1997 à **Concours DG-97, Développement et Paix, Service des ressources humaines, 5633, rue Sherbrooke Est, Montréal (Québec) H1N 1A3** Télécopieur (514) 257-8497.

ANNONCES CLASSÉES

requirements, this advertisement is directed in the first instance to Canadian citizens or permanent residents.

DESIGN ART

CONCORDIA UNIVERSITY — The Department of Design Art, Faculty of Fine Arts, is seeking applications for a limited Term Appointment effective August 15, 1997 to May 31, 1998, at the Assistant Professor rank and salary (9 months, pro rata). Specific Requirements are a M.F.A. or equivalent Design experience as well as teaching experience at the university level. The Department is searching for a candidate who has previous teaching experience in Design studio and theory, who has had experience professionally within the Design/Art community and is knowledgeable about traditional and contemporary approaches in the practice of the discipline. A familiarity with current ideas in theory and criticism, technical drawing, CAD, 3D and 2D software is an asset. Please include 20 slides of recent work, curriculum vitae and other relevant support material to accompany a letter of application, for example your teaching philosophy and definition of the Design discipline. Please address applications to Greg Garvey, Associate Professor and Chair, Department of Design Art, Faculty of Fine Arts, Concordia University, 1455 de Maisonneuve Blvd. West, room VA-244, Montreal, Quebec H3G 1M8, email: nina@vax2.concordia.ca; fax: (514) 848-8627. Deadline for Applications is July 7, 1997. In accordance with Canadian immigration requirements, priority shall be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to Employment equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

DRAMA

UNIVERSITY OF SASKATCHEWAN — The Department of Drama at the University of Saskatchewan invites applications to fill a 10-month limited term sabbatical replacement. The appointment will take effect September 1, 1997. The successful candidate should be capable of teaching all aspects of technical theatre as well as capable of designing main stage productions. Qualifications include a terminal degree in the field or its equivalent in creative achievement, teaching and professional theatre experience. The Department of Drama is the oldest theatre department in the Commonwealth, has a full time faculty of six with several additional sessional appointments, currently offers B.A., B.F.A., and M.A. degrees in theatre, and has recently moved into very well equipped new facilities. The deadline for applications is June 30, 1997. Those interested should send a curriculum vitae and arrange to have three current letters of reference sent to Professor Henry Woolf, Chair, Department of Drama, University of Saskatchewan, 118 Science Place, Saskatoon, Saskatchewan S7N 5E2; Fax (306) 966-8193. The University is committed to Employment Equity. Members of Designated Groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications.

EARTH & ATMOSPHERIC SCIENCES

UNIVERSITY OF ALBERTA — Tenure Track position in Geoprocessing, The Department of Earth and Atmospheric Sciences plans to strengthen its research programs in geoprocessing through the appointment of a new faculty member that will have responsibility for teaching and research in the areas of Geographic Information Systems (GIS), Cartography, and Quantitative Methods (with emphasis on spatial applications). Experience in the use of GIS and terrain modelling with specific application to earth and environmental sciences would be an advantage. The Department is exceptionally well equipped and has an international reputation for teaching and research excellence. The person selected for this position will develop an active research program that includes the supervision of MSc and PhD students and interaction with other faculty members who are engaged in research in this area. Detailed information about the department can be found on the World Wide Web at: http://www.ualberta.ca/~eas/home.html. This position will be at the Assistant Professor level (salary range: $39,230 - $55,526). Applicants must hold a PhD degree and have a proven research record. Previous teaching experience would be a significant asset. Applications, including a resume and a statement of research interests should be addressed to: Dr. Brian Jones, Chair, Department of Earth and Atmospheric Sciences, University of Alberta, Edmonton, Alberta, Canada, T6G 2E3. (Fax: 403-492-8190; email: Brian.Jones@ualberta.ca – applications by e-mail will be declined). Applicants should also arrange for three letters of reference to be sent to the Chair. Deadline for receipt of applications and letters of reference is September 30, 1997. The appointment will commence on July 1, 1998 providing a suitable candidate can be found. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

EARTH & OCEAN SCIENCES

UNIVERSITY OF VICTORIA — School of Earth and Ocean Sciences. Sessional Appointments. A full-time sessional position for 1997-98 and an approximately half-time sessional position for 1997-2000 are available, subject to budget. Teaching duties are primarily at the undergraduate level with priority given to introductory earth sciences, resource geology, hydrogeology, Quaternary geology, metamorphic geology, paleobiology and field schools. Applicants should have a Ph.D. degree and strong teaching skills; prior teaching experience will be an asset. The full time position may be filled by more than one part-time sessional appointment. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Victoria is an employment equity employer and encourages applications from women, aboriginal peoples, visible minorities and persons with disabilities. Applications, including a curriculum vitae and the names and addresses of three referees, should be sent by June 15, 1997 to: Dr. Chris Barnes, Director, School of Earth and Ocean Sciences, University of Victoria, P.O. Box 3055, Victoria, B.C. V8W 3P6 Canada (Fax 250-721-6200)

UNIVERSITY OF BRITISH COLUMBIA — The Department of Earth and Ocean Sciences, University of British Columbia, invites applications for a tenure-track position at the Assistant Professor level beginning in July 1998, or earlier if appropriate. Duties include teaching at the undergraduate and graduate level, and the establishment of a strong research program in geochemical aspects of environmental issues facing the mining industry. Candidates should have a PhD with a specialization in low temperature aqueous geochemistry, biogeochemistry, or a closely-related field. We are especially interested in candidates planning to develop a research program with a major component of field-based studies. Familiarity with surficial geological environments is considered essential. Preference will be given to candidates who would be eligible for registration as a Professional Engineer in the Province of British Columbia as the appointee will play an important role in our Geological Engineering Program. UBC welcomes all qualified applicants especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications including a resume, a statement of research and teaching interests, and the names of three referees (with e-mail, fax and telephone numbers, if possible) should be sent to Dr. R.M. Ellis, Head, Department of Earth and Ocean Sciences, University of British Columbia, 6339 Stores Road, Vancouver, B.C. V6T 1Z4 by July 31, 1997.

EDUCATION

LAKEHEAD UNIVERSITY — The Faculty of Education at Lakehead University invites applications for a probationary (tenure-track) appointment at the rank of Assistant Professor in (a) physical and health education, or (b) language arts. Applicants should have additional expertise in curriculum studies in education. Preference will be given to applicants who have completed a relevant doctoral degree and have school teaching experience. Responsibilities may include teaching at pre-service, in-service, and graduate levels and supervision of student teaching, and off-campus or distance education teaching. Salary will be commensurate with qualifications and experience. An initial term contract may be available to an appropriate candidate completing a doctoral degree. This appointment is subject to final budgetary approval. Applications will be accepted until June 30, 1997. The appointment can be effective August 1, 1997 or as soon thereafter as available. Interested applicants should submit a curriculum vitae and the names, addresses and telephone numbers of three referees to: David Bates, Dean, Faculty of Education, Lakehead University, 955 Oliver Road, Thunder Bay, Ontario P7B 5E1. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

ENGINEERING

UNIVERSITY OF ALBERTA — Department of Mechanical Engineering. Applications from outstanding individuals are invited for a full-time, tenure track position at the assistant or associate professor level depending on qualifications. This position has become available as a result of establishment of a Senior Industrial Research Chair in advanced pipeline materials in the Department, funded by the NOVA Corporation of Alberta and the Natural Sciences and Engineering Research Council (NSERC). Candidates must have a PhD (or expect to receive one by July 1, 1997) and relevant research and/or industrial experience in experimental and analytical modelling of polymeric composites. The successful candidate is expected to collaborate with the chairholder as an independent researcher and will be required to teach at the undergraduate and graduate levels, supervise undergraduate and graduate students, establish a viable externally-funded research program, and provide service to the department. The position is available immediately with an annual starting salary between $39,230 and $55,526 for assistant professors and between $48,736 and $69,664 for associate professors. Interested candidates should send a resume, names of three references, a statement of current and future research interests, and copies of three papers most relevant to their research area, to: Dr. T.W. Forest, Chair, Department of Mechanical Engineering, University of Alberta, Edmonton, Alberta, Canada T6G 2G8. Applications will be accepted until June 30, 1997. Information about the department can be found at http://faramir.mece.ualberta.ca. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

QUEEN'S UNIVERSITY — Department of Mechanical Engineering. The Department of Mechanical Engineering at Queen's University invites applications for an Assistant Professor tenure track position in the field of Manufacturing and Product Engineering commencing January 1, 1998, subject to budgetary approval. Applicants should have expertise in the field of Manufacturing and/or Product Engineering and must hold a Ph.D., or equivalent, in a relevant discipline. The Department is in the process of establishing a Design, Analysis and Product Realization Laboratory. Applicants are expected to demonstrate an ability to make significant contributions to the development of this laboratory. Further information on the laboratory and the Department can be found at http://control.me.queensu.ca/mecheng.htm. The successful applicant will be required to teach both undergraduate and graduate courses. As well, the applicant will be expected to supervise graduate students, establish a strong research program, interact with industry, and make administrative contributions through service to the University, Faculty and Department. Relevant industrial experience will be considered an asset. Registration as a Professional Engineer in Canada, or eligibility for registration, is an essential qualification. Applicants should send a curriculum vitae, the names of three referees, a statement of teaching and research interests, and three examples of relevant publications to: Dr. T.N. Moore, Chair, Appointments Committee, Department of Mechanical Engineering, Queen's University, Kingston, Ontario, Canada K7L 3N6. Fax: (613) 545-6489. Priority will be given to applications received by August 1, 1997. Queen's University welcomes diversity in the workplace, is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. This advertisement is directed to both Canadian and international candidates.

MCMASTER UNIVERSITY — Faculty Position. Applications are invited for a probationary (tenure-track) position at the Assistant or Associate Professor level in the Department of Electrical and Computer Engineering commencing January 1, 1998 or earlier. Preference will be given to Ph.D. graduates with a strong commitment to research and teaching and with the ability to establish a dynamic research program. This position is primarily in one of the following areas: computer architecture, hardware/software codesign, real time microprocessor systems, computer networks and security, and distributed computing. Applications will also be accepted from outstanding candidates in closely related fields who can teach undergraduate hardware and software computer engineering courses. McMaster University has an outstanding research environment and is well known for its innovation in teaching and programme development. The Electrical and Computer Engineering Department has strong ties with government and industrial research laboratories throughout the world. The department has well-funded, strong research programs in telecommunications, digital signal processing, computer aided design, control systems, computer vision and power engineering. Further information on the department is available from http://ece.mcmaster.ca. Applications complete with a curriculum vitae and the names of three references should be sent to: Dr. D.R. Coon, Chair, Department of Electrical and Computer Engineering, McMaster University, 1280 Main Street West, Hamilton, Ontario, Canada L8S 4L7; Telephone: 905-525-9140, ext. 24826; Fax: 905-523-4407; email: macdonal@mcmaster.ca. McMaster University is an employment equity employer and encourages applications from women, aboriginal people, persons with disabilities and racial minorities. We welcome applications from this group. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. This position is subject to final budgetary approval. Salary is commensurate with rank and experience. To ensure full consideration, applications should be received by July 31, 1997.

LAKEHEAD UNIVERSITY — The Department of Civil Engineering at Lakehead University invites applications for a probationary (tenure-track) appointment at the rank of Assistant Professor. Applicants with a Bachelor degree and a PhD in Civil Engineering specializing in one or more of the following areas: transportation engineering, infrastructure engineering, environmental engineering or construction engineering. The applicant is expected to support a graduate program in Transportation Engineering. The successful candidate will be expected to teach effectively, to develop a significant externally funded research program, and to assist in the development of graduate studies. The successful candidate must be a Professional Engineer or be qualified and prepared to become a licensed Professional Engineer. This position is subject to final budgetary approval. Interested applicants should send a curriculum vitae, a statement of their specific teaching and research interests, and the names and addresses of three referees to: Dr. J.G. Locker, P.Eng., Dean, Faculty of Engineering, Lakehead University, Thunder Bay, Ontario, Canada P7B 5E1. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

UNIVERSITY OF SASKATCHEWAN — The Department of Mechanical Engineering, University of Saskatchewan, invites applications for two tenure-track faculty positions; one in the thermodynamics/fluid mechanics areas and the other in the manufacturing-design-mechatronics areas. Appointments will be at the Assistant Professor level effective July 01, 1998. The candidates should have completed a PhD in Mechanical engineering or a related field and be eligible for registration as a Professional Engineer. Industrial experience is an asset but is not a requirement. Candidates are expected to develop an active research program involving graduate student supervision that complements the Department's research activities. Excellent research facilities exist in the Department in support of work in the thermodynamics/fluids area. These include a recirculating wind tunnel, large environmental chambers and several other laboratories for two phase flow and heat transfer studies. Workstations and other computer facilities are also available for CFD studies. In the manufacturing-design-mechatronics area, there exists an Advanced Engineering Design Laboratory complete with networked engineering workstations (SGI and HP), Dell Pentium PCs and advanced

The Izaak Walton Killam

POSTDOCTORAL FELLOWSHIPS

For 1998-99

Dalhousie University

Value

Fellowships valued at $33,000 (1997-98), per year, plus travel allowance, are tenable for up to two years at Dalhousie University in most fields of study.

Qualifications

Applicants should have recently completed a PhD. (within the last 2 years; a PhD completed prior to 1996 is not eligible) at a recognised university and have no current connection with Dalhousie University.

Application

Initial correspondence should be received no later than October 15, 1997. It should include a curriculum vitae, brief research proposal and the name of the proposed supervisor or department of affiliation.

Application forms will be sent if the proposed research can be accommodated and completed applications must be submitted by December 15, 1997.

Correspondence should be addressed to:
Killam Postdoctoral Fellowship Programme
Faculty of Graduate Studies
Dalhousie University, Halifax,
Nova Scotia, Canada, B3H 4H6

DEVELOPMENT AND PEACE

The Canadian Catholic Organization for Development and Peace

The Canadian Catholic Church's organization for international development, which supports projects in 40 countries in the South is seeking, for its head office in Montreal, candidates for the position of:

Assistant Executive Director

Candidate Profile

Your talents as a manager and your experience with NGOs demonstrate your proven track record as a leader. You possess a thorough knowledge of Canadian culture and of the issues of sustainable development. Communications and human relations are part of your strengths, and you have a keen interest in gender and development issues.

Responsibilities

You will support the Executive Director in the general management of the organization. Under his authority you will coordinate the development of membership and fund-raising; you will supervise planning for the organization's three-year program, as well as related reports and you will coordinate links between development programs in the South and education programs in Canada.

Qualifications

You possess a master's degree or the equivalent, ten years of management experience and a solid background in the field of international cooperation. You possess a thorough understanding of the socio-economic, political and cultural realities of the North and the South. Fluency in English and French is required; knowledge of Spanish would be an asset. You have computer experience.

Conditions

Salary and benefits are determined by Development and Peace employment policies.

Those interested should submit a curriculum vitae, together with a letter stating why they are ready to meet the challenges we offer, by **June 20, 1997**, to **DG-97, Human Resources Department, Development and Peace, 5633 Sherbrooke Street East, Montreal, Quebec H1N 1A3** Fax. (514) 257-8497.

Saint Mary's University
Mathematics & Computing Science

The Department of Mathematics and Computing Science at Saint Mary's university invites applications (subject to budgetary approval) for a tenure-track position in Computing Science at the rank of Assistant Professor to begin September 1, 1997. The successful candidate will have a PhD in Computer Science, a demonstrated potential for and a strong commitment to research, as well as an ability to teach a variety of courses in Computing Science at the undergraduate level.

Application, including a curriculum vitae, a summary of teaching experience and philosophy, and three letters of reference should be sent to: **Dr. Paul Muir, Chairperson, Department of Mathematics and Computing Science, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3.** Fax: (902) 420-5261, Email: muir@stmarys.ca. Applications should be received by July 1, 1997.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University is committed to the principle of Employment Equity.

Visit our website at www.stmarys.ca

University of Alberta
Edmonton

Director of Library Services and Information Resources

The Director of Library Services and Information Resources is the chief operating officer of the Library. The incumbent is responsible for overall management and direction of internal library operations, planning and policy and will provide leadership to the Library's administrative team. The Director of Library Operations and Information Resources reports directly to the Associate Vice-President (Learning Systems) and Chief Librarian.

The incumbent will play an active role in University-wide information technology/resource planning and will work closely with other members of the Learning Systems Directorate. Learning Systems is compromised of the Library System, Computing and Network Services, Technical Resource Group, Museums and Collection Services, the University Archives, the University Press, the University Bookstore and University Information Enterprises. (Visit: http://www.library.ualberta.ca/lss/)

The University of Alberta Library System is Canada's second largest research library, with a collection of over five million volumes, and a staff of 281, including 63 professional librarians. The annual budget is approximately 25 million dollars. The library is a member of the Association of Research Libraries, the Canadian Association of Research Libraries, the Council of Prairie and Pacific University Libraries and is a member of the NEOS Consortium. (Visit: http://www.library.ualberta.ca)

Applicants should have a Master's degree from an accredited library program and substantial (at least seven to ten years) and progressively more responsible administrative experience. Salary and benefits are commensurate with qualifications and experience. Librarians have academic status and participate in generous benefits.

The University of Alberta has a clear vision – to be indisputably recognized as one of Canada's finest Universities, with one of Canada's finest libraries. Further information is available on the University's home page at http://www.ualberta.ca We would also be pleased to forward additional information to you about our institution, city and province.

To apply: Please mail or fax your resume in confidence by July 31st, 1997 to:

Kathleen DeLong, Associate Director
University of Alberta Library
Edmonton, Alberta T6G 2J8
Phone: (403) 492-7675 Fax: (403) 492-8302
E-mail: kathleen.delong@ualberta.ca

The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including aboriginal peoples, persons with disabilities, and members of visible minorities.

CLASSIFIEDS

software systems for computer-aided design. Work in the manufacturing area is supported by an Advanced Manufacturing Laboratory equipped with CNC machines and a GMFanuc robot and CAM software. The Department also has several other laboratories in the areas of controls, instrumentation, vibration, materials and applied mechanics. The University has over 18,000 full and part-time students, housed in an attractive campus overlooking the South Saskatchewan River in Saskatoon, a city of about 220,000 people. In the College of Engineering, there are 80 faculty, 1,150 undergraduate students and close to 350 graduate students, and excellent facilities for research. Within the Department of Mechanical Engineering, there are 18 faculty, over 200 undergraduate students and 70 graduate students with B.E., M.Eng., M.Sc., and PhD degrees being offered. Please mail or e-mail applications, including curriculum vitae and the names of three references, to Dr. Greg Schoenau, Department of Mechanical Engineering, 57 Campus Drive, University of Saskatchewan, Saskatoon, Saskatchewan, Canada S7N 5A9; E-mail: Greg_J._Schoenau@engr.usask.ca; http://www.engr.usask.ca/dept/mee. The University of Saskatchewan is committed to the principle of Employment Equity and welcomes applications from all qualified candidates. Women, people of aboriginal descent, members of visible minorities, and people with disabilities are invited to identify themselves as members of these designated groups on their applications. Priority will be given to Canadian citizens and permanent residents.

LAKEHEAD UNIVERSITY — The Department of Electrical Engineering at Lakehead University invites applications for a probationary (tenure-track) appointment at the rank of Assistant Professor from electrical engineers with a PhD in the interdisciplinary area of Control Engineering. The successful candidate will be expected to (1) carry out externally funded research in his/her area of specialization, (2) teach undergraduate electrical engineering courses, (3) teach and supervise graduate students, (4) supervise undergraduate project students and (5) be dedicated to engineering education and work effectively with colleagues in the Department. The successful candidate must be, or be qualified and prepared to become, a licensed Professional Engineer. This position is subject to final budgetary approval. Interested applicants should send a curriculum vitae, and the names, addresses and phone numbers of three referees to: Dr. J.G. Locker, P.Eng., Dean, Faculty of Engineering, Lakehead University, Thunder Bay, Ontario, Canada, P7B 5E1. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

LAKEHEAD UNIVERSITY — The Department of Mechanical Engineering at Lakehead University invites applications for two probationary (tenure-track) appointments at the rank of Assistant Professor from electrical engineers with a PhD in one of the following areas: communication systems, communication networks or circuit design. The successful candidates will be expected to (1) carry out externally funded research, (2) be dedicated to engineering education and work effectively with colleagues in the Department, (3) be able to teach some of undergraduate courses, in the areas of (but not exclusively) analog and digital communication systems, wireless communications, computer networks for communications, fibre-optic communication networks and systems, satellite communication systems, and (4) supervise undergraduate project students. The successful candidate must be, or be qualified and prepared to become, a licensed Professional Engineer. This position is subject to final budgetary approval. Interested applicants should send a curriculum vitae, and the names, addresses and phone numbers of three referees to: Dr. J.G. Locker, P.Eng., Dean, Faculty of Engineering, Lakehead University, Thunder Bay, Ontario, Canada, P7B 5E1. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

ROYAL MILITARY COLLEGE OF CANADA — The Civil Engineering Department at the Royal Military College of Canada invites applications for one tenure tract appointment at the Assistant Professor level beginning 1 August 1997 or as soon as possible thereafter in the field of geoenvironmental engineering. Responsibilities include teaching in English and French at the graduate and undergraduate levels. Research and program, to assist in the development of graduate studies, and to be a Professional Engineer or be qualified and prepared to become a licensed Professional Engineer. This position is subject to final budgetary approval. Interested applicants should submit a curriculum vitae, and the names, addresses and phone numbers of three referees to: Dr. J.G. Locker, Dean, P.Eng., Faculty of Engineering, Lakehead University, 955 Oliver Road, Thunder Bay, Ontario, P7B 5E1. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

Centre for Health Services and Policy Research

The Centre is seeking individuals with outstanding training and/or research experience, for faculty and post-doctoral positions. Applications are welcomed from individuals with training in health services research, epidemiology, health policy analysis, social sciences or related disciplines, and with research interests and experience in any of: health human resources; health technology assessment; health policy analysis/evaluation; health economics, determinants of health of populations. Applicants should have a Ph.D. or health sciences professional degree and equivalent research experience. Individuals with a Masters Degree and a particularly strong research background may be considered.

Faculty appointments will be at the rank of research associate, or assistant or associate professor. Appointments at the rank of assistant or associate professor will be grant-tenure-track. Salary and rank will be commensurate with experience and qualifications. A comprehensive benefits package will be provided. Details about the Centre can be found at http://www.chspr.ubc.ca.

UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. In accordance with Canadian immigration requirements, priority for faculty appointments will be given to Canadian citizens and permanent residents of Canada. Post-doctoral applications are welcomed from any qualified individuals.

Interested individuals should send their curriculum vitæ, selected reprints, and a covering letter detailing their research interests and providing names and contact information for three referees, to:

Karen Cardiff
Executive Assistant
Centre for Health Services and Policy Research
Room 429 - 2194 Health Sciences Mall
University of British Columbia
Vancouver, B.C. Canada V6T 1Z3
Tel: 604-822-4969
Fax: 604-822-5690

Applications should be submitted by June 30, 1997, but will be considered until all positions are filled. Anticipated start dates range from September 1, 1997 - July 1, 1998.

SENIOR TENURE-TRACK POSITION ORAL & MAXILLOFACIAL SURGERY

Applications are invited for a senior full-time tenure track position in Oral and Maxillofacial Surgery, Department of Oral Biological and Medical Sciences, The University of British Columbia, Vancouver, Canada. The candidates must be eligible for specialty certification with the College of Dental Surgeons of British Columbia and obtain licensure as soon as possible upon appointment. Graduate level training (M.Sc./PhD) and an established track record for independent research programs preferred. The level of the appointment will be dependent upon the qualifications and experience of the successful candidate. Responsibilities include research and teaching in the undergraduate, graduate and postgraduate programs, and directing the Division of Hospital Dentistry.

The position is subject to final budgetary approval. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Applicants are requested to forward a letter of application and curriculum vitae. In addition, they should arrange for three references to be forwarded independently. Applications received before **July 15th** will be given preference. Applications or further enquiries may be directed to:

Dr. David Donaldson, Head
Department of Oral Biological and Medical Sciences
Faculty of Dentistry
University of British Columbia
2199 Wesbrook Mall
Vancouver, British Columbia V6T 1Z3
Canada
Telephone: 604-822-5747
Fax: 604-822-8279

School of Business

Faculty Positon in Information Systems

Subject to budgetary approval, Carleton University's School of Business invites applications for a full-time tenure-track position in Information Systems at the rank of Assistant Professor. The successful candidate is expected to teach undergraduate and graduate courses, supervise graduate students, conduct research, and participate actively in the on-going development of our newly established Information Systems Concentration. The position requires a PhD or equivalent degree (completed or near completion) and evidence of strong research and teaching.

The School of Business, part of the newly created Faculty of Public Affairs and Management (PAM), is committed to excellence in teaching and research. The School offers a Bachelor of Commerce with Honours degree, a Bachelor of International Business with Honours degree, a research-based Masters in Management Studies (MMS), and a PhD in Management. Appointments are normally effective July 1.

Salary is competitive and commensurate with qualifications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

Please send curricula vitae and names of three academic referees by **June 30, 1997**, to **Dr. Vinod Kumar, Director, School of Business, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6**, Tel: 613 520-2379; Fax: 613 520-2532, e-mail: vinod_kumar@ccs.carleton.ca; URL:http://www.business.carleton.ca.

CARLETON • UNIVERSITY

Social Work Program
First Nations Faculty

The University of Northern British Columbia is a new Canadian university which opened in 1994. UNBC is in its third year of operation with approximately 2,200 undergraduate and graduate students in 40 academic programs. We have a regional mandate to serve the northern two thirds of the Province, with regional offices in Prince Rupert, Fort St. John and Quesnel, and a main campus located in Prince George (population 75,000). We offer an unbeatable combination ... a strong mandate for growth ... a modern and comprehensive campus ... and a wonderful setting in the heart of B.C. The University of Northern British Columbia has just completed a strategic planning process - "Planning for Growth". This plan will direct the future of UNBC for the next five years.

The Faculty of Health and Human Sciences invites applications for a tenure track First Nations faculty position in the Social Work Program.

The Social Work Program emphasizes social work in northern and remote areas, aboriginal issues, women in human services and community practice and research through courses that recognize the integration of practice, policy and research. Analysis of class, gender and race relations are considered central.

UNBC's region contains sixteen Tribal Councils, more than 76 bands and a dozen urban Friendship Centres. The responsibilities of this position include ... developing a First Nations integrated BSW education program cooperatively with First Nations groups in Northern BC and other educational institutions ... planning, development and teaching of First Nations social work curriculum ... providing academic advice/assistance in admissions and practicum relevant to First Nations people ... and developing community based research with First Nations communities.

Candidates for this position should possess a degree in Social Work. A graduate degree in Social Work or a related discipline would be an advantage. Preference will be given to candidates with experience in social work or human service practice, teaching and policy development with First Nations communities and a strong background in issues affecting aboriginal and Metis people.

The closing date for applications is **July 31, 1997**. This appointment is at Assistant Professor level and is tenurable. This advertisement is directed to First Nations applicants. Please forward your curriculum vitae and the names and addresses and phone numbers (including fax and email) to: **Dr. Deborah Poff, Vice President Academic, University of Northern British Columbia, 3333 University Way, Prince George, BC V2N 4Z9. Fax (250) 960-5791**. For further information call Professor Graham Riches, Acting Chair, Social Work Program (250) 960-6520.

UNBC
UNIVERSITY OF NORTHERN BRITISH COLUMBIA

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities.

ANNONCES CLASSÉES

administrative responsibilities. The successful candidate may be required to teach introductory civil engineering courses in other fields as directed by the department head. Areas of expertise: Contaminant fate and transport modeling, groundwater and soil chemistry/microbiology, hydrogeology, contaminated site characterization and remediation. Preference may be given to candidates with the above expertise as it relates to northern environments. Qualifications: An earned doctorate in geoenvironmental engineering with specialization in two or more of the above areas of expertise. Fluency in English and French and an acceptable record of publication in the area of specialty. Eligible for registration with the PEO. Current funded research in geoenvironmental/groundwater field at $1M per annum after overheads. The salary scale is under negotiation but for 1996/97 was $36,656 to $53,834 per annum. Starting salary will be in accordance with experience and qualifications. A curriculum vitae, including proof of education, copies of publications, and the names and addresses of 3 academic referees, must be addressed to: Dr. M.A. Erki, Head, Civil Engineering Department, Royal Military College of Canada, PO Box 17000 Station Forces, Kingston, ON K7K 7B4. The starting date for the position will be 1 August 1997. The closing date for applications is 1 July 1997. In conformity with Canadian immigration policies, this position is offered to Canadian citizens, in the first instance, and to landed immigrants and permanent residents in the second instance. The Royal Military College of Canada is a coeducational institution and this position is offered equally to women and men. On peut obtenir une version française de cette annonce en s'adressant à: Mme M.A. Erki, Directrice, Département de génie civil, Collège militaire royal du Canada, BP 17000 Succursale Forces, Kingston, ON K7K 7B4.

COLLÈGE MILITAIRE ROYAL DU CANADA — Le département de génie civil du Collège militaire royal du Canada cherche à combler un poste menant à la permanence au niveau de professeur(e) adjoint(e), débutant le 1 août 1997 ou aussitôt que possible après cette date dans le domaine du génie géo-environnemental. Responsabilités: enseignement en français et en anglais au niveau non-diplômé et au niveau diplômé; recherche et tâches administratives. Le/la candidat(e) choisi(e) pourrait avoir à enseigner des cours de base dans d'autres domaines du génie civil, au choix de la directrice du département. Domaines d'expertise: modélisation du transport et de la distribution des contaminants, chimie/microbiologie des eaux souterraines et du sol, hydrogéologie, caractérisation et remédiation des sites contaminés. La préférence peut être donnée aux candidat(e)s ayant une expertise dans certain des domaines ci-dessus relatifs aux environnements nordiques. Qualifications requises: posséder un doctorat en génie géo-environnemental avec spécialisation dans au moins deux des domaines d'expertise mentionnés ci-dessus; pouvoir bien s'exprimer en français et en anglais; et posséder un dossier acceptable de publications dans un domaine spécialisé. Eligibilité pour s'inscrire à la PEO. La recherche dans les domaines géo-environnements ou/eaux souterraines est présentement financée à un niveau de $ 1M par année après les frais généraux. L'échelle de salaires est présentement en négociation, mais étant 36 656 $ à 53 834 $ pour 1996-97. Le salaire accordé dépendra de l'expérience et des qualifications. Soumettre son curriculum vitae, un attestation d'étude, copies de publications ainsi que les noms et adresses de 3 références relatives à votre profession à: Mme M.A. Erki, Directrice, Département de génie civil, Collège militaire royal du Canada, BP 17000 Succursale Forces, Kingston, ON K7K 7B4. La date d'entrée en fonction est le 1er août 1997. La date limite de présentation des candidatures est fixée au 1er juillet 1997. Selon les politiques canadiennes d'immigration, ces postes sont offerts en priorité aux citoyens et citoyennes du Canada et, en seconde priorité, aux résident(e)s permanent(e)s et immigrant(e)s reçu(e)s. Le Collège militaire royal du Canada est une institution mixte et ces postes sont offerts également aux femmes et hommes. To obtain an English version of this ad please write: Dr. M.A. Erki, Head, Civil Engineering Department, Royal Military College of Canada, PO Box 17000, Station Forces, Kingston, ON K7K 7B4

UNIVERSITY OF WATERLOO, Department of Chemical Engineering, is seeking faculty members (3) at the Assistant or Associate Professor levels. The Chemical Engineering Department has 25 professors specializing in areas such as Biochemical Engineering, Catalysis and Reactor Design, Environmental and Pollution Control, Electrochemical Engineering, Mathematical Analysis, Statistics and Control, Polymer Science and Engineering, Transport Phenomena, Flow in Porous Media and Enhanced Oil Recovery. Candidates for positions should have teaching/research interests in one or more of these areas. We are particularly interested in attracting individuals with excellence in teaching and research in: 1) Transport Phenomena 2) Biochemical Engineering/Industrial biotechnology and/or 3) Membrane Science and Engineering. Successful candidates will have a PhD degree. The P.Eng. qualification and some industrial experience are also desirable. Applications consisting of a curriculum vitae, names and addresses of three referees, and a statement of teaching and research interests should be sent to L. Chatzis, Chair, Department of Chemical Engineering, University of Waterloo, Waterloo, Ontario N2L 3G1 Canada before July 31, 1997. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds.

THE UNIVERSITY OF WATERLOO, Department of Chemical Engineering, is seeking a faculty member at the Assistant or Associate Professor level in Environmental Engineering. The Chemical Engineering Department has 25 professors specializing in areas such as Biochemical Engineering, Catalysis and Reactor Design, Environmental Engineering and Pollution Control, Electrochemical Engineering, Mathematical Analysis, Statistics and Control, Polymer Science and Engineering, Transport Phenomena, Flow in Porous Media and Enhanced Oil Recovery. Candidates for positions should have teaching/research interests in one or more of these areas. We are particularly interested in attracting individuals with excellence in teaching and research in: 1) Transport Phenomena 2) Biochemical Engineering/Industrial biotechnology and/or 3) Membrane Science and Engineering. Successful candidates will have a PhD degree. The P.Eng. qualification and some industrial experience are also desirable. Applications consisting of a curriculum vitae, names and addresses of three

REGISTRAR
Wilfrid Laurier University

Applications and nominations are invited for the position of Registrar at Wilfrid Laurier University. The appointment will commence on January 1, 1998 or as soon as possible thereafter, and will be for a five-year term (renewable).

Wilfrid Laurier University provides undergraduate programs to some 5200 full-time and 2000 part-time students, and graduate programs to some 500 full-time and 300 part-time students. It is organized into five Faculties: Arts and Science, Business and Economics, Music, Social Work, and Graduate Studies.

Reporting to the Vice-President: Academic, the Registrar, who is an *ex officio* member of Senate, is accountable for the development, implementation and management of all registrarial policies, procedures, and related systems. The managers and directors of Admissions, Records, Systems, Student Awards, and Continuing Education report to the Registrar.

Candidates should have relevant experience in an academic setting, demonstrated management and organizational abilities, and the capacity to work constructively with students, faculty, staff and senior administrators.

Applications and nominations, together with a current curriculum vitae and the names of three referees, should be forwarded before September 15, 1997 to:

Dr. Rowland Smith, Vice-President: Academic
Chair, Search Committee for the Registrar
Wilfrid Laurier University
75 University Avenue West
Waterloo, Ontario N2L 3C5
Web Site: http://www.wlu.ca

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

Assistant or Associate Professor, Forest Operations

The University of Northern British Columbia is a new Canadian university which opened in 1994. UNBC is in its third year of operation with approximately 2,000 full-time equivalent undergraduate and graduate students in 40 academic programs. We have a regional mandate to serve the northern two thirds of the Province, with regional offices in Prince Rupert, Fort St. John and Quesnel, and a main campus located in Prince George (population 75,000). We offer an unbeatable combination ... a strong mandate for growth ... a modern and comprehensive campus ... and a wonderful setting in the heart of B.C.

The University of Northern British Columbia has just completed a strategic planning process - "Planning for Growth". This plan will direct the future of UNBC for the next five years.

As a new, small, research intensive university, we have a broad range of undergraduate and graduate programs and we are looking for an enthusiastic, motivated professional to join our College of Science and Management Faculty.

Assigned to the Forestry Program, you will teach forest harvest systems, terrain analysis and other operational aspects of forest land management. A variety of teaching, research and service activities will be required, including playing an important role in UNBC's 14,000 ha research forest.

A PhD in Forestry, Forest Engineering or a closely related field with a demonstrated commitment to teaching excellence are essential. Professional experience in boreal or sub-boreal forest ecosystems relating to forest harvest systems, terrain assessment and/or geotechnical engineering is also required. You must possess a keen interest in interdisciplinary and innovative research to support sustainable management of forest ecosystems.

UNBC offers a comprehensive benefits package and competitive salary.

The preferred starting date is **August 25, 1997** and applications received prior to **June 20, 1997** will be given preference. Letters of application, accompanied by a curriculum vitae and the names of at least three references should be sent to: **Dr. Deborah Poff, Vice President Academic, University of Northern British Columbia, 3333 University Way, Prince George, BC V2N 4Z9. Fax (250) 960-5791.** Inquiries may be made to: **poff@unbc.edu**

UNBC
UNIVERSITY OF NORTHERN BRITISH COLUMBIA

IN ACCORDANCE WITH CANADIAN IMMIGRATION REQUIREMENTS, PRIORITY WILL BE GIVEN TO CANADIAN CITIZENS AND PERMANENT RESIDENTS OF CANADA. THE UNIVERSITY OF NORTHERN BRITISH COLUMBIA IS COMMITTED TO EMPLOYMENT EQUITY AND ENCOURAGES APPLICATIONS FROM WOMEN, ABORIGINAL PEOPLES, PERSONS WITH DISABILITIES AND MEMBERS OF VISIBLE MINORITIES.

University of Lethbridge

The University of Lethbridge invites applications and nominations for the position of

DEAN OF NURSING

The Dean provides leadership in the development of teaching, research and service in a time of rapid change in health care. The Dean works within a smaller university, committed to excellence in liberal education for undergraduate students and is responsible to the Vice-President (Academic) for the leadership and administration of the School of Nursing.

The School of Nursing, with a staff of seven full-time, continuing instructors, is one of five faculties and schools on a campus of about 5000 undergraduate students and a limited number of graduate students. The School is committed to the development of the nursing profession and offers three programs: a two-year post-diploma program, a four-year Baccalaureate program in nursing and a four-year Bachelor of Health Science (Addictions) program. The School has collaborative relationships with Medicine Hat College and Lethbridge Community College. Further, the University and the School of Nursing are in the process of implementing newly funded programs. A federally funded Centre of Excellence in Health Promotion Research and Community Studies is housed within the School. The Centre provides an opportunity for cross disciplinary research involving other faculties in the University and collaboration with a wide range of health and other agencies within the community.

The successful applicant will be someone who is an RN (eligible for registration with the AARN) and has a degree in either nursing or a related subject area. In addition, an earned doctorate, or equivalent (ideally in Nursing) is expected. Through proven teaching ability and a strong record in scholarship and research, as well as in administrative ability, the successful candidate would be eligible for tenure at the rank of Full Professor.

This is a five-year renewable term position beginning in 1998 or by agreement. Applications should be received by October 1, 1997 and should be accompanied by a detailed curriculum vitae. Direct applications or nominations to:

Dr. Howard E. Tennant
President and Vice-Chancellor
University of Lethbridge
Lethbridge, Alberta T1K 3M4
(403) 329-2201 Fax: (403) 329-2097
TENNANT@ HG.ULeth.CA
U of L home page: http://www.uleth.ca

In accordance with Canadian immigration requirements, this advertisement is directed, in the first instance, to Canadian citizens and permanent residents of Canada.

Chris Davies of Management Connections Incorporated is assisting in the search:
1900 - 1095 West Pender Street, Vancouver, B.C. V6E 2M6
(604) 6BS-S110 Fax: (604) 6BS-S1B7

The University of Lethbridge is an equal opportunity employer and offers a non-smoking environment.

UNIVERSITÉ D'OTTAWA

DIRECTEUR/DIRECTRICE — DÉPARTEMENT DE MÉDECINE CELLULAIRE ET MOLÉCULAIRE

La faculté de médecine de l'Université d'Ottawa recherche une personne dynamique et dotée de leadership pour assurer la direction de son département de médecine cellulaire et moléculaire. Celui-ci est le résultat de la fusion des départements d'anatomie et neurobiologie, de pharmacologie et de physiologie, et compte 60 scientifiques. Il est le plus vaste département de sciences fondamentales de la faculté. Le nombre d'étudiants inscrits aux études supérieures est de 60.

Vous comptez à votre actif des réalisations et des innovations exceptionnelles en enseignement et en recherche dans les disciplines de la biologie moléculaire et cellulaire, ou de la biologie intégrative. La maîtrise des deux langues officielles (anglais et français) est souhaitable.

Le traitement et le rang professoral (agrégé ou titulaire) seront fonction de votre formation et de votre expérience. Les personnes intéressées sont priées de faire parvenir leur curriculum vitae accompagné des noms de trois personnes pouvant fournir des références au Dr Peter Walker, doyen, Faculté de médecine, 451, chemin Smyth, Ottawa (Ontario) K1H 8M5 CANADA, d'ici au 15 septembre 1997.

Conformément aux exigences canadiennes en matière d'immigration, ce concours s'adresse d'abord, mais non exclusivement, aux personnes ayant la citoyenneté canadienne ou le statut de résident permanent. Les femmes, les autochtones, les membres des minorités visibles et les personnes handicapées sont encouragés à poser leur candidature. Pour de plus amples renseignements consulter http://www.uottawa.ca/academic/med/cellmol/ dès le 1er juillet 1997.

CLASSIFIEDS

referees, and a statement of teaching and research interests should be sent to L Chatzis, Chair, Department of Chemical Engineering, University of Waterloo, Waterloo, Ontario N2L 3G1 Canada before July 1, 1997. In accordance with Canadian immigration requirements, this advertsement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

THE UNIVERSITY OF WATERLOO — The Department of Electrical & Computer Engineering at the University of Waterloo is seeking an outstanding candidate for a tenure track faculty position, at the level of assistant professor, in the general area of thin film devices, circuits, and systems pertinent to high speed imaging. This position is in conjunction with our recently established OAL5AITRO/NSERC Industrial Research Chair in Sensor Technology. The advertised position is for a faculty member who is expected to carry out research that is independent but complementary to the Chair program. The successful candidate is expected to have a strong commitment to teaching and research, including supervision of graduate students. The candidate for the position must have an earned doctoral degree with a strong research record/potential in one or more of the following areas: theory and fabrication of thin film devices, circuits, and systems; high speed and low noise architectures for matrix addressed arrays; design of linear integrated circuits, including analog-to-digital converters and other circuits, for image processing. For information please visit the web (WWW) site, http://www.ece.uwaterloo.ca. Salary will be commensurate with qualifications and experience. Applications with complete curriculum vitae and names of at least three references should be sent to: Professor A.J. Heunis, Coordinator, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration requirements, this advertsement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities.

UNIVERSITY OF WATERLOO — The Department of Civil Engineering invites applications for three tenure-track positions at the Assistant or Associate Professor rank in the areas of: water quality including treatment; drinking water; environmental modelling including remote sensing and geographic information systems; hazardous solid waste and water resource management. Of particular interest for at least one of the positions is someone who is committed to the application of information technology to Environmental and Civil Engineering activities. The successful candidates will be joining an established group of seven faculty (including an NSERC Chair in drinking water) in the area and will be involved in the ongoing development of an environmental engineering degree program. It is anticipated that these appointments will begin May 1997 or as soon as possible thereafter. Applicants must be eligible for Professional Engineering registration in Ontario and have a PhD in the field of Environmental/Civil/Chemical Engineering. Applicants must have potential or proven ability for excellence in teaching and research. Industrial experience in Environmental Engineering is desirable, as are both computational and laboratory experience. The successful applicant is expected to have excellent communication skills and be able to teach undergraduate and graduate courses in Environmental Engineering as well as undergraduate courses in General Engineering. These appointments are subject to the availability of funds. In accordance with Canadian Immigration requirements, this advertsement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, a description of teaching and research areas, a record of academic and professional experience, and the names, addresses, E-mail addresses, telephone and FAX numbes of at least three references. Mail to the Chair of the Civil Engineering Department, University of Waterloo, Waterloo, Ontario, N2L 3G1. Applications will be considered at any time until the positions are filled.

UNIVERSITY COLLEGE OF CAPE BRETON — Chemical Engineering Instructor. Please quote reference number CHM97051 on all correspondence. The Engineering Department in the School of Science and Technology at the University College of Cape Breton invites applications for a full-time continuous Chemical Engineering Instructor position to commence as soon as possible following selection. Under the direction of the School Dean, the successful applicant will be responsible to teach courses in Industrial Chemistry, Chemical Engineering, Instrumental Analysis, Environmental Engineering Technology as well as assist in the development of new course offerings in Chemical Engineering, Chemistry and Chemical Technology. Preference will be given to applicants possessing a PhD in Chemical Engineering although consideration will be given to applicants holding a relevant Master of Science or Master of Engineering degree. Applicants must also have industrial experience and a PEng designation as well as teaching experience. This position is under the jurisdiction of the Nova Scotia Government Employees Union (NSGEU) Local 18, Teachers Bargaining Unit. Qualified candidates should send a letter of application quoting the reference number, a curriculum vitae and the names, addresses and telephone numbers of three references to Director, Human Resources, University College of Cape Breton, P.O. Box 5300, Sydney, Nova Scotia B1P 6L2; Fax number (902) 563-1377. Applications must be received no later than 4 p.m. July 4, 1997. Please visit our web site to learn more about UCCB - http://www.uccb.ns.ca. UCCB is an equal opportunity employer. In accordance with Canadian Immigration requirements, the advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF ALBERTA — Department of Mechanical Engineering. Applications from outstanding individuals are invited for one full-time, tenure track position at the assistant or associate professor level depending on qualifications. We are interested in high quality candidates in the general area of applied mechanics, but our current specific preferences are in the areas of advanced materials and composites with applications in design, and biomechanics. The successful candidate will be required to teach at the undergraduate and graduate levels, supervise undergraduate and graduate students, establish a viable, externally-funded research program, and provide service to the department and faculty. The position is available immediately with an annual starting salary between $39,230 and $55,526 for assistant professors and between $48,736 and $69,664 for associate professors. Candidates must hold a PhD in Mechanical Engineering or related discipline or expect to receive one by November 1, 1997; research or industrial experience beyond a doctorate degree and eligibility for membership in a Canadian professional engineering association are desirable. Interested candidates should send a resume, names of three references, a statement of current and future research, and three papers most relevant to research interests, to Dr. T.W. Forest, Chair, Department of Mechanical Engineering, University of Alberta, Edmonton, Alberta Canada T6G 2G8. Applications will be accepted until the position is filled. Information about the department can be found at http://faramir.mece.ualberta.ca. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities and members of visible minorities.

CARLETON UNIVERSITY — Department of Mechanical and Aerospace Engineering. Applications are invited for two limited term positions in the Department of Mechanical and Aerospace Engineering to commence September 1, 1997. These positions are subject to budgetary approval. Membership or eligibility for membership in a Canadian professional engineering association is desirable. Candidates for these positions should be ready to teach and have demonstrated ability in (A) Spacecraft design, orbital mechanics, dynamics and vibrations. (B) Aerodynamics, Fluid Mechanics and Thermodynamics. For position (B) preference will be given to recent Ph.D. graduates. The Department offers degrees at the Bachelor's, Master's and Ph.D. levels in both Mechanical and Aerospace Engineering and there are excellent opportunities for research student design project collaboration with industry and government institutes and laboratories. Further information on the department is available from http://www.mae.carleton.ca. Applications, with a curriculum vitae, and the names of three referees should be sent to: Professor R. Gelt, Chair, Department of Mechanical and Aerospace Engineering, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6; Telephone: (613) 520-6694; Fax: (613) 520-5715. Salary will be commensurate with rank and experience. Application deadline: June 30, 1997. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified individuals, including women, members of visible minorities, aboriginal persons, and persons with disabilities.

HOUSE FOR SALE/RENT

MONTREAL — Vintage NDG 5 bedroom family home. Bright, spacious, solid, 2 fireplaces, woodwork, hardwood floors, formal LR DR, french pocket doors, stained and bevelled glass, skylights, balcony, garden. Steps to metro/4 universities (902) 422-0166

REPRODUCTIVE BIOLOGIST
Department of Obstetrics and Gynaecology
The University of British Columbia

The Division of Reproductive Endocrinology and Infertility at the University of British Columbia, Department of Obstetrics and Gynaecology, is seeking a reproductive biologist to join its laboratory staff. Responsibilities: to provide ICSI and related micromanipulation services, and to assist in the laboratory activities of the Division's IVF program; establishment of an independent research program encompassing ICSI and related areas, including gamete function and early embryonic development. Participation in undergraduate and postgraduate teaching programs will be required. Qualifications: PhD degree and completion of at least two years of postdoctoral fellowship, experience with cytogenetics, in situ hybridization and PCR, dedication and ability towards working in an academic environment, satisfactory achievements for appointment to the Allied and Professional Staff of the Vancouver Hospital & Health Sciences Centre. This is a full-time grant-tenure track appointment at the assistant professor level. Salary will be commensurate with qualifications and experience. The anticipated start date is **September 1, 1997.**

In accordance with Canadian Immigration and employment requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. UBC hires on the basis of merit and welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities.

Please submit your curriculum vitae and the names of three referees, **by July 31, 1997,** to:

Dr. Basil Ho Yuen, Head
Division of Reproductive Endocrinology and Infertility
Department of Obstetrics and Gynaecology
University of British Columbia
Willow Pavilion, Second Floor
855 West 12th Avenue
Vancouver, BC V5Z 1M9

TERM FACULTY POSITION
DEPARTMENT OF GEODESY & GEOMATICS ENGINEERING

Applications are invited for a two year term faculty position, at the assistant professor level, in the Department of Goedesy and Geomatics Engineering, University of New Brunswick, Fredericton campus, commencing September 1, 1997.

Applicants should have a demonstrated interest in undergraduate teaching in any of the areas of geodesy and geomatics engineering. Our curriculum is available on our web site <http://www.unb/ca/GGE/>. Applicants should have an earned PhD degree in a relevant discipline and would be expected to contribute to the strong research effort of the Department. Applicants should be eligible for registration as a Professional Engineer in the province of New Brunswick.

A detailed Curriculum Vitae including a complete list of publications and the names of three referees should be sent prior to **July 15, 1997** to:

Chair, Department of Geodesy and Geomatics Engineering
University of New Brunswick
P.O. Box 4400
Fredericton, NB E3B 5A3

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

UNIVERSITY OF NEW BRUNSWICK

Vice-President Research

UVIC UNIVERSITY OF VICTORIA

The University of Victoria invites nominations and applications for the newly established position of Vice-President Research.

Reporting to the President, the Vice-President Research will be the University's advocate both on and off campus for all forms of academic research. The Vice-President Research will understand and articulate the research needs of the broadest cross-section of the university community and will be responsible for providing innovative leadership in research, raising the profile of research within the immediate and larger communities, and developing and maintaining effective liaison with external funding agencies, business and industry. The Executive Director of the International Affairs Office will report to the Vice-President Research.

The successful candidate will have academic experience and will be a respected scholar and an accomplished administrator, committed to fostering research excellence and innovation. The individual will possess superior problem-solving skills, a commitment to equity, and the ability to communicate effectively with colleagues, the community and government. The University's collegial form of governance provides an exceptional opportunity for academic leadership.

Situated in Victoria, B.C., the University of Victoria is one of Canada's leading universities, offering a wide range of degree programs in ten Faculties to more than 15,000 undergraduate students and 2,000 graduate students. The University employs about 650 faculty and 1,300 staff and has a current operating budget of $145 million. It is committed to the highest quality and integrity in its teaching and scholarship.

The appointment will commence January 1, 1998 or as soon as possible thereafter.

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada.

The University of Victoria is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified individuals, including women, members of visible minorities, aboriginal persons, and persons with disabilities.

Written nominations or applications for the position, accompanied in the latter case by a curriculum vitae and the names of three referees, should be submitted in confidence to:

Janet Wright & Associates Inc.
21 Bedford Road, Suite 100
Toronto, Ontario M5R 2J9 Fax: (416) 923-8311

Janet Wright & Associates Inc.

Vice-President (Academic) and Provost
The University of British Columbia

The University of British Columbia invites applications and nominations for the position of Vice-President (Academic) and Provost.

The University of British Columbia is one of Canada's leading teaching and research institutions. Incorporated in 1908, it is a publicly supported, comprehensive university comprising twelve faculties, nine schools, and twelve centres and institutes. The University's mission is to be a world-renowned institution of higher education and research.

UBC is affiliated with major teaching hospitals, including one which has a facility on campus. Total enrolment in 1995-96 was approximately 30,500, and there are roughly 2,000 faculty and 5,500 non-academic and support staff. Total expenditures in 1995-96 were $750 million, including $341 million in core operating and $137 million in sponsored research. The UBC endowment fund surpassed $340 million in 1995-96.

The Vice-President (Academic) and Provost, who reports to the President, is responsible for the planning, development, administration and integrity of the academic affairs and research initiatives of the University. The Provost is the senior Vice-President and serves as Acting President in the absence of the President.

The successful candidate for this key leadership role at UBC will be a respected scholar and administrator, able to formulate and articulate an academic vision for the University. Candidates should possess a strong record of scholarly and administrative leadership, an ability to communicate affectively and consult widely with all levels of the university community and externally, and an understanding of contemporary university issues.

The appointment will commence on January 1, 1998. Applications or nominations for this position, indicating the qualifications on the basis of which the individual merits consideration, will be received until a selection is made and should be sent to the address below.

UBC hires on the basis of merit and is committed to employment equity. The University encourages all qualified persons to apply.

Janet Wright & Associates Inc.
21 Bedford Road, Suite 100
Toronto, Ontario M5R 2J9 Fax: (416) 923-8311

Janet Wright & Associates Inc.

ted to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

CARLETON UNIVERSITY — Department of Mechanical and Aerospace Engineering Applications are invited for a tenure-track position at the Assistant Professor level in the Department of Mechanical and Aerospace Engineering to commence September 1, 1997. This position is subject to budgetary approval. Preference will be given to recent Ph.D. graduates with a strong commitment to both teaching and research. Membership or eligibility for membership in a Canadian professional engineering association is desirable. Candidates should be ready to teach and have demonstrated research ability in one or more of: Solid Mechanics, Design, CAD/CAM, computer visualization, dynamics and vibrations. An interest in controls would also be an asset. The Department offers degrees at the Bachelor's, Master's and Ph.D. levels in both Mechanical and Aerospace Engineering and there are excellent opportunities for research collaboration with industry and government institutes and laboratories. Further information on the department is available from http://www.mae.carleton.ca. Applications, with a curriculum vitae, and the names of three referees should be sent to: Professor R. Bell, Chair, Department of Mechanical and Aerospace Engineering, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6; Telephone: (613) 520-6694; Fax: (613) 520-5715. Salary will be commensurate with rank and experience. Application deadline: June 30, 1997. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

ENGLISH

MEMORIAL UNIVERSITY OF NEWFOUNDLAND — Department of English Language & Literature. Eight-month Teaching Term. Subject to budgetary aporoval, an eight-month teaching-term appointment will be made, commencing September 1, 1997, to teach Old English, Middle English or Chaucer, and first-year English Courses in Old English and Middle English (or Chaucer) are required for all Honours students. Candidates should have a completed PhD and evidence of teaching experience. Letters of application, accompanied by curriculum vitae, transcripts and the names of three referees should be forwarded by July 4, 1997, to: Dr. G.P. Jones, Head, Department of English Language and Literature,Memorial University of Newfoundland, St. John's, Newfoundland A1C 5S7. Memorial University is committed to employment equity. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

ENVIRONMENTAL POLICY

BROCK UNIVERSITY — The Environmental Policy Institute (http://www.brocku.ca/epi/) invites applications for a 9 month) fimited term contract appointment at the rank of Assistant Professor commencing August 1997, subject to budgetary approval. A small and strongly collegial unit, the Institute offers an interdisciplinary undergraduate program which maintains active intellectual connections with other academic units of the University and with outside individuals and organizations. The successful candidate will have demonstrated aptitude for interdisciplinary undergraduate teaching and research activity which bridges the natural sciences, social sciences, and humanities. A clear environmental policy orientation must be evident, involving the analysis and formulation of applied policy options and incorporating principles of sustainability. A completed PhD is preferred. The candidate will be responsible for a) teaching a second-year full course on environmental principles and policy (human settlement systems), b) supervising honours undergraduate thesis and seminar students, and c) teaching two undergraduate half courses from two of the following areas: Environmental Ethics; Gender and Environment; Environmental Pollution. The successful candidate will also be expected to have an active program of research in an area of direct relevance to the institute. Applicants should submit a letter of apolication accompanied by a curriculum vitae, a statement of research interests, and the names of three referees to the Director, Environmental Policy Institute, Brock University, St. Catharines, Ontario L2S 3A1 (Fax 905-682-9020) by July 1, 1997. It is expected that interviews will be conducted in mid-July. In accordance with Canadian immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance among its faculty.

FAMILY MEDICINE

MEMORIAL UNIVERSITY OF NEWFOUNDLAND — Discipline of Family Medicine. Memorial University of Newfoundland invites applications for the position of Professor and Chair of Family Medicine. This is the most senior academic appointment in the Discipline and the position will be available September 1, 1997. The Discipline includes a fully accredited postgraduate education programme, a developing research environment, and participation in the Faculty's undergraduate and graduate studies programme. There is a strong emphasis on rural based education in the postgraduate programme and an important mandate of the Discipline is the training of family physicians for practice in a rural environment. The successful candidate will be the academic and clinical leader of the University Discipline of Family Medicine. This is a major academic position with clinical resources at the Health Care Corporation of St. John's. Applicants should have senior academic experience with proven teaching ability and research interests. Certification by the Canadian college of Family Practitioners is a requirement and the individual must be fully licensable in the province of Newfoundland and Labrador. In accordance with Canadian Immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents of Canada. Memorial University is committed to employment equity. Interested persons should direct their inquiries and/or applications on or before June 30, 1997 to: John Harnett, MB, FRCPI, FRCPC, Chair, Search Committee for Professor and Chair of Family Medicine, Memorial University of Newfoundland, Health Sciences Centre, 300 Prince Philip Drive, St. John's, Newfoundland, Canada A1B 3V6.

GEOGRAPHY

THE UNIVERSITY OF WESTERN ONTARIO — The Department of Geography at The University of Western Ontario invites applicatons for a tenure-track or tenured position in the area of the geography of resource management at the rank of Assistant or Associate Professor. The position is available July 1, 1997 and is subject to budgetary aporoval. The successful applicant will have a PhD, together the a strong academic background, a commitment to excellence in teaching and a proven research record. Teaching and research interests should include, but not necessarily be restricted to, social and economic aspects of tourism, recreation, and resources. Duties will include teaching at the undergraduate and graduate levels, and development of a research program involving graduate students. Applications, including a statement of research and teaching interests, current curriculum vitae and the names and addresses of three referees, together with their E-mail, fax and telephone numbers, should be sent to: Dr. Roger H. King, Chair, Department of Geography, The University of Western Ontario, London, Ontario N6A 5C2 Canada; Tel: (519) 661-3653; Fax: (519) 661-3750; E-mail: King@sscl.uwo.ca. Information about the Department may be accessed on: http://www.geog.uwo.ca. The closing date for applications is June 30, 1997. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals, including women, members of visible minorities, aboriginal persons, and persons with disabilities.

INTERNAL MEDICINE

UNIVERSITY OF MANITOBA — The Section of Gastroenterology, Department of Internal Medicine, University of Manitoba, is seeking an individual with clinical experience in gastroenterology and GI endoscopy and teaching ability at undergraduate and postgraduate levels. A commitment to research, clinical and/or basic is essential. A clinical and research interest and experience in gastrointestinal motility is highly desirable. The appointee will be expected to participate in the clinical and academic activities of the Section and the Department. This will be a geographical full time, contingent position at the rank of Assistant Professor based at St. Boniface General Hospital. Candidates must have senior specialty qualifications in Internal Medicine in the country of current practice and be eligible for registration with the College of Physicians and Surgeons of Manitoba. Full training and Certification in Gastroenterology by the Royal College of Physicians and Surgeons of Canada is preferred. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, accompanied by a curriculum vitae and a list of publications, should be sent to: Dr. Gordon R. Grahame, Head, Section of Gastroenterology, Room GF417, Health Sciences Centre, 820 Sherbrook Street, Winnipeg, Manitoba R3A 1R9. Closing date for receipt of applications is July 31, 1997.

INTERNATIONAL DEVELOPMENT STUDIES

SAINT MARY'S UNIVERSITY — The International Development Studies (IDS) Program at Saint Mary's University invites applicatons for a three-year term appointment at the entry level rank of Assistant Professor. The successful candidate would be expected to teach at the graduate and undergraduate levels. Field experience in development work will be highly valued. Program specializations include development theory, gender, planning, management, environment, and community and rural development. A Ph.D. or A.B.D. is required. The date of appointment will be September 1, 1997. Applicants should send a letter dissussing their qualifications, research interests, development experience and teaching background as well as a CV, the names and addresses (including e-mail) of three references and one sample of their written work to the IDS Coordinator, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University is committed to the principle of Employment Equity.

KINESIOLOGY

UNIVERSITY OF WATERLOO — The Department of Kinesiology at the University of Waterloo invites applications for a tenure-track faculty position, at the rank of Assistant Professor, in the field of ergonomics/human factors. Candidates should have demonstrated research and teaching ability to solve problems such as: optimization of human performance, reduction of human error, human-computer interaction, health and safety. We are searching for expertise to complement our current strength in occupational biomechanics. Candidates with expertise in cognitive or social behavioral aspects of ergonomics are encouraged to apply. The candidate must have a PhD or a M.D. with research training in ergonomics, consulting experience and should be eligible for full member classification in the Human Factors Association of Canada/ Association canadienne d'ergonomie or be eligible for certification by the Board of Certification in Professional Ergonomics. Duties include research, teaching at undergraduate and graduate level, and supervising graduate students. Salary range commensurate with qualifications and experience. The Department of Kinesiology offers the only undergraduate program in Ergonomics in Canada. The Department of Kinesiology is an inter-disciplinary department with expertise spanning the social to biological study of human movement. The mission of the department is to discover and explain mechanisms and principles of human movement and to apply this knowledge to strategies which optimize the health and physical performance of individuals in work and leisure activities. The department offers B.Sc., M.Sc. And PhD degrees in Kinesiology. Further information about the department can be found at http://www.ahs.uwaterloo.ca/kin/kinhome.html. Applicants should send a covering letter, three names of references, and a curriculum vitae to Dr. James S. Frank, Chair, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 or by Fax: 519-746-6776 or E-mail: frank@healthy.uwaterloo.ca The closing date for applications is September 1, 1997 and the expected start date for the appointment is January 1, 1998 or earlier. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities. The appointment is subject to the availability of funds.

LINGUISTICS

UNIVERSITY OF ALBERTA — The Department of Linguistics invites applications for a position as an eight-month Visiting Assistant Professor in Linguistics in the area of experimental phonetics. The ideal candidate will have an active research program in this field and previous teaching experience in phonetics. The position will involve teaching at both the graduate and undergraduate levels and may be renewable for 1998/99 pending budget approval. The current eight-month salary at the University of Alberta is $25,000 Cdn plus travel expenses. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. A letter of application, curriculum vitae, and the names and addresses of three referees should be sent by 14 July to: Lon M Stanford, Chair, Department of Linguistics, 4-36 Assiniboia Hall, University of Alberta, Edmonton, Alberta, Canada T6G 2E7. Email: lon.stanford@ualberta.ca Tel: 403-492-3459; Fax: 403-492-0806 The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

MARKETING

UNIVERSITY OF MANITOBA — Faculty of Management. Applications are invited for a tenure track position at the University of Manitoba. The position requires a strong background in quantitative methods with the ability

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University of Alberta

CHAIR, DEPARTMENT OF OCCUPATIONAL THERAPY

The Faculty of Rehabilitation Medicine at the University of Alberta is inviting applications from qualified individuals for the position of Chair of the Department of Occupational Therapy. The Department is located in historic, state-of-the-art facilities within the Faculty of Rehabilitation Medicine, consisting of Departments of Occupational Therapy, Physical Therapy and Speech Pathology and Audiology. The Department of Occupational Therapy offers two degrees: an entry-level BSc degree in Occupational Therapy, and a MSc degree in Occupational Therapy with both research-thesis and course-based tracks. The undergraduate curriculum is designed using the occupational performance model through a life-span approach. Established in 1960, the BSc OT program admits 74 students per year. The Department also participates fully in an interdisciplinary PhD degree program in Rehabilitation Science.

The Department is actively engaged in international education, service and research programs. Faculty members in the Department have active research affiliations with the Perinatal Research Centre, the Gerontology Centre and the Rick Hansen Centre (a treatment centre for spinal cord injured individuals). Within the Faculty of Rehabilitation Medicine, the Centre for the Study of Clinical Education conducts research and training workshops related to clinical supervision, and the Rehabilitation Research Centre is a focal point for multi-disciplinary basic and clinical research. The Occupational Performance Analysis Unit provides consultation services to the local community. Close working relationships exist with hospitals and community-based programs offering occupational therapy services. The Telehealth Centre links the Department and Faculty of professionals in Alberta, throughout Canada and beyond. The Centre provides opportunities for clinical consultation, educational programs and inter-disciplinary research through electronic means.

As Chair of Occupational Therapy, your responsibilities will include providing leadership to the Department's strong academic programs; facilitating and strengthening the Department's research program; directing strategic planning and goal-directed initiatives; and representing the Department in professional activities locally, provincially, nationally and internationally.

The Faculty of Rehabilitation Medicine is firmly committed to developing its programs through outstanding leadership. In addition to strong leadership capabilities and well-developed management skills, qualified candidates will be occupational therapists, preferably with a doctoral degree. They will have demonstrated a commitment to and record of excellence in teaching and research, demonstrated ability to independently conduct and publish research funded by external granting agencies and preferably have a proven background in university administration.

The position offers a salary commensurate with qualifications, a comprehensive benefits package, relocation assistance and the possibility of tenure based upon qualifications.

The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities and members of visible minorities.

For further information on this opportunity or to apply, fax, mail or e-mail your curriculum vitae and names of three references to : Elizabeth Hurley, Davies Park, #904, 10235 - 101 Street, Edmonton, Alberta T5J 3G1; Fax: (403) 426-2936; E-mail: search@daviespark.ab.ca

Davies Park
Executive Search
Consultants to Management
Edmonton • Calgary

Associates: Vancouver, Toronto, Montreal and Ottawa
Visit our website at: www.daviespark.ab.ca

UNIVERSITY OF WINDSOR

School of Social Work

Applications are invited for a nine-month limited term position in the School of Social Work at the rank of Assistant Professor covering the period August 15, 1997 to May 15, 1998. The applicant should have a O.S.W. or a Ph.D. with a graduate degree in Social Work and a demonstrated record of research and refereed publications. Professional social work experience is especially desirable. Specialization should include research and practice with vulnerable populations.

This position is subject to final budgetary approval. The University of Windsor is committed to equity and diversity in the workplace and welcomes applications form Aboriginal peoples, persons with disabilities and members of visible minorities. Applications from women are particularly encouraged. In accordance with Canadian immigration standards, this advertisement is directed to Canadian citizens and permanent residents of Canada.

Applicants should forward a curriculum vitae and arrange to have three letters of recommendation sent before **July 4, 1997** to: **Dr. M.L. Dietz, Interim Director, School of Social Work, University of Windsor, 401 Sunset Ave. Windsor, ON N9B 3P4**, (519) 253-4232, ext. 3067; FAX: (519) 973-7036, e-mail:meroer@uwindsor.ca

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University of Waterloo

Dean of the Faculty of Engineering

One of Canada's leading Engineering Faculties is seeking applications and nominations for the Deanship. Engineering, the University's senior Faculty, pioneered co-operative education in Canada when it enrolled its first students in July 1957. The Faculty consists of six academic units: Chemical, Civil, Electrical & Computer, Management Sciences, Mechanical and Systems Design. All undergraduate programs are on the co-operative system, and all disciplines offer graduate programs leading to MASc and PhD degrees; the Faculty also offers a combined Bachelor's-Master's program. There are currently 3,300 undergraduate students, 531 graduate students, 158 full-time faculty positions, five research Chairs; annual research funding is about $15 million.

The successful candidate will have a proven record of research, teaching and administration In order to qualify for a tenured appointment at the senior level. Applications and nominations are to be submitted at the earliest convenience, but no later than **Wednesday, July 2, 1997**. They should be accompanied by: an up-to-date curriculum vitae; the names and addresses of three referees in a position to comment on a candidate's academic credentials and administrative experience; an outline of the talents, experience and ideas the candidate would bring to the deanship; and should be directed, by mail or fax (519-888-6337), to:

Emily Barnes
Associate University Secretary
Needles Hall
University of Waterloo
Waterloo, Ontario
N2L 3G1

Applications and nominations will be treated in confidence.

The initial five-year appointment will begin on July 1, 1998.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.

The full text of Policy 45 — Dean of a Faculty — is available electronically on the Web (http://www.adm.uwaterloo.ca/infosec/Policies/policy45.html).

CLASSIFIEDS

to teach in one or more of the areas of international marketing, retail management, marketing management, market research or advertising. Rank at the Assistant or beginning Associate Professor level, based on qualifications and experience. PhD in Marketing, or closely related field, completed or near completion. Duties include research and teaching at the undergraduate and graduate levels and professional service within the University and community. The successful candidate will have a record of publication, be actively engaged in a promising research program and be motivated and have the ability to contribute to our graduate programs, particularly the PhD program. Salary is competitive and will depend on qualification, experience and research record. Appointment date is open; July 1, 1998 preferred. The closing date for applications is August 31, 1997. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples and persons with disabilities. Priority consideration will be given to Canadian citizens and permanent residents. This position is subject to final budget authorization. Applications should be sent to: Dr. Walter Good, Head, Department of Marketing, University of Manitoba, Winnipeg, Manitoba R3T 5V4

MOLECULAR BIOLOGY

UNIVERSITY OF VICTORIA — DNA Repair and Colon Cancer. Assess the role of DNA repair in colon cancer. Experience in DNA repair, particularly in vitro would be an asset. This two year position is available immediately. GENE EXPRESSION: A candidate with a strong background in molecular biology and biochemistry, preferably gene expression, secretion and characterization. Large scale fermentation experience an asset. Application to Ms. P. Tymchuk, Centre for Environmental Health, University of Victoria, P.O. Box 3020, Victoria, BC, Canada V8W 3N5 e-mail: ptymchuk@uvic.ca.

NEUROSCIENCE

THE ROTMAN RESEARCH INSTITUTE and SUNNYBROOK HEALTH SCIENCE CENTRE invite applications for a joint position in functional magnetic resonance imaging and cognitive neuroscience. The successful candidate will develop and implement an independent research program using functional magnetic resonance imaging (fMRI) to examine the neural substrates of cognition. He or she will possess a Ph.D or equivalent, and will be eligible for cross-appointment at the University of Toronto at the assistant or associate professor level. Preference will be given to candidates with demonstrated experience in fMRI and cognitive neuroscience. The successful candidate will work closely with the the MRI research group at Sunnybrook and the neuroscientists at the Rotman, where the research emphasis has been on human memory and executive function Bayerest Centre, Sunnybrook, and the University of Toronto encourage applications from qualified women and men, members of visible minorities, aboriginal peoples and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed firstly to Canadian citizens and permanent residents. Applicants should submit a covering letter describing current research interests and future research goals, a complete C.V., relevant reprints and the names of three potential references, by August 30, 1997 to: Dr. Donald T. Stuss, Rotman Research Institute, Bayerest Centre for Geriatric Care, 3560 Bathurst Street, Toronto, Ontario, CANADA, M6A 2E1; Tel: (416) 785-2500 ext. 2522; Fax: (416) 785-2862; Email: rotman@psych.utoronto.ca.

NURSING

TRINITY WESTERN UNIVERSITY — Subject to budgetary approval, a tenure track nursing faculty position is available in the area of mental health (psychosocial nursing) beginning August, 1997. The position requires theory and clinical teaching. A doctorate is preferred with experience in clinical specialty. RNABC registration is required. Trinity Western University is a Christian liberal arts university, affiliated with the Evangelical Free Church of Canada. C.V. and letters of reference should be address to Dr. Julia Emblen, Director, Trinity Western University, 7600 Glover Road, Langley, B.C. V2Y 1Y1; (604) 513-2050; Fax:(604) 513-2018; emailemblen@twu.ca In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens or permanent residents.

OBSTETRICS & GYNECOLOGY

MCGILL UNIVERSITY — Assistant Professor. Applications are invited for a faculty position in the Research Division of the Department of Obstetrics and Gynecology at McGill University. Applicants should have a PhD degree, at least three years of post-doctoral experience, and demonstrated excellence in fundamental biological or medical research. The successful applicant will be expected to establish an externally funded research programme in mammalian reproductive or developmental biology and to obtain independent salary support within three years of hiring. Please send a curriculum vitae, statement of research experience and future research plans, and the names and addresses of three referees to Dr. S.L.Tan, Professor and chairman, Department of Obstetrics and Gynecology, McGill University, Royal Victoria Hospital, Women's Pavilion, Room F4.29, 687 Pine Ave. W., Montreal, Quebec H3A 1A1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equality in employment. Applications should be received before July 15, 1997.

OPTOMETRY

UNIVERSITY OF WATERLOO — Optometry (School of Optometry). Applications are being accepted for two probationary term appointments at the Assistant/Associate level in the School of Optometry, University of Waterloo. The successful candidate will be expected to carry out research and to instruct in the School's professional, graduate and/or clinical programmes. Preference will be given to candidates who have gained a PhD and demonstrated independent research capability in vision science, pharmacology or a related field. Salary is negotiable within a range commensurate with experience and qualifications. A letter of application, curriculum vitae and three confidential letters of reference should be sent by June 30, 1997 to Dr. Jacob Sivak, Director, School of Optometry, University of Waterloo, Waterloo, Ontario, N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds.

UNIVERSITY OF WATERLOO — School of Optometry. Clinical Teaching Position. Applications are being accepted for a full time clinical teaching position at the School of Optometry, University of Waterloo. Applicants must be eligible for licensure in Ontario. Preference will be given to applicants who have an advanced clinical qualification. Salary negotiable within a range commensurate with experience and qualifications. A letter of application, curriculum vitae and three confidential letters of reference should be sent by June 30, 1997 to Dr. Jacob Sivak, Director, School of Optometry, University of Waterloo, Waterloo, Ontario, N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. This appointment is subject to the availability of funds.

PHILOSOPHY

UNIVERSITY COLLEGE OF CAPE BRETON — Philosophy Professor. Please quote reference number PH197053 on all correspondence. The Department of Philosophy and Religious Studies in the School of Arts and Letters at the University College of Cape Breton invites applications for a 9 month term Philosophy appointment at the rank of Assistant Professor to commence September 1, 1997. Philosophy and Religious Studies is a five person department and its students have been successful in gaining positions at graduate schools. The area of specialization is open and the successful applicant will be encouraged to pursue his/her lines of research. The University College, however, is primarily an undergraduate institution committed to excellence in teaching and the department is guided by the goals of general education which inform the BA core program. The successful applicant, therefore, must be able to demonstrate excellence in undergraduate teaching. Applicants must possess a PhD in Philosophy or ABD. This position is under the jurisdiction of UCCB Faculty Association of University Teachers (FAUT). Qualified candidates should send a letter of application quoting the reference number, a curriculum vitae and the names, addresses and telephone numbers of three references to Director, Human Resources, University College of Cape Breton, P.O. Box 5300, Sydney, Nova Scotia B1P 6L2. Fax number (902) 563-1377. Applications must be received no later than 4 p.m. July 4, 1997. Please visit our web site to learn more about UCCB – http://www.uccb.ns.ca. UCCB is an equal opportunity employer in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

PHYSICAL THERAPY

UNIVERSITY OF MANITOBA — The Division of Physical Therapy, School of Medical Rehabilitation, of the University of Manitoba invites applications for a full-time probationary (tenure-track) faculty position at the rank of Assistant Professor, commencing April 1, 1998 or as soon thereafter as possible at a salary range of $40,868 - $62,509. The candidate should have a PhD degree in a rehabilitation related discipline; consideration may be given to individuals with a Masters Degree. A substantial record of achievement in the musculoskeletal field is required. The candidate must also have clinical experience in the musculoskeletal field and be eligible for licensure in Physical Therapy in Manitoba. Primary expectations would include undergraduate and graduate teaching in musculoskeletal physical therapy, research and service in accordance with requirements of full-time academic appointments. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. The advertisement is directed to Canadian citizens and permanent residents. Applications together with a copy of a current curriculum vitae and the names and addresses of three references should be forwarded to: Dr. Brenda Laverdiere, Chair of the Search Committee, School of Medical Rehabilitation, University of Manitoba, RR303-600 Sherbrook Street, Winnipeg, Manitoba R3A 1M4. Deadline for receipt of applications is September 15, 1997.

PHYSIOLOGY

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Physiology, University of British Columbia, invites applications for a tenure track faculty position at the assistant professor level. Applicants should possess an M.D. and/or PhD in an appropriate biological science and have two or more years of post-doctoral experience. They should be able to provide evidence that they will be able to establish a strong independent research program and obtain grant support from appropriate agencies. Research interests may be in any area of physiology, however, successful applicants will be expected to teach undergraduate science students and medical students in organ system physiology not necessarily related to their area of research. Competence in medical and undergraduate teaching will be an important selection criterion. Salary will be commensurate with qualifications and experience. Starting dates are negotiable but it is intended to fill this position by July 1, 1998. The positions are subject to final budgetary approval. Applications including curriculum vitae, a brief statement of research interests and the names of three individuals willing to supply a letter of reference, should be submitted by July 1, 1997, to Dr. K.G. Baimbridge, Head, Department of Physiology, University of British Columbia, Vancouver, B.C. V6T 1Z3. The University of British Columbia welcomes all qualified applicants especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

PSYCHOLOGY

TRINITY WESTERN UNIVERSITY — The Graduate Program in Counselling Psychology is seeking a tenure-track position at the Assistant or Associate level to begin August 15, 1997. Ph.D. in Counselling Psychology or School Psychology required and applicant must be eligible to be registered as a psychologist in British Columbia. Responsibilities will include teaching graduate courses related to school counselling and supervision of practicum and MA theses. Evidence of research competence and the maintainence of an active program of research and publication is required. Trinity Western University is a Christian liberal arts university, affiliated with the Evangelical Free Church of Canada. C.V. and letters of reference should be address to Dr. Paul Wong, Director, Trinity Western University, 7600 Glover Road, Langley, B.C. V2Y 1Y1; (604) 513-2034; Fax:(604) 513-2010; emailwong@twu.ca. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens or permanent residents.

LAKEHEAD UNIVERSITY — The Department of Psychology at Lakehead University invites applications for a tenure track position at the rank of Assistant Professor commencing September 1, 1997. Candidates should possess a PhD in Clinical Psychology with research interest in Developmental Psychology. The appointment will involve teaching 2 courses and supervising student research at all levels. The candidate will be expected to develop a strong research program, contribute to the training of Clinical PhD students, and must be registered in the Province of Ontario or be eligible for registration. Lakehead University has recently started a PhD program in Clinical Psychology, and operates a Psychology Clinic on campus. This appointment is subject to final budgetary approval. Applicants are invited to submit a curriculum vitae, and the names, addresses and telephone numbers of three referees to: Dr. D. Kemp, Acting Dean of Arts and Science, Lakehead University, 955 Oliver Road, Thunder Bay, Ontario P7B 5E1. Further information can be obtained from Dr. J. Jamieson, Chair of the Department of Psychology; Fax (807) 343-8738 or e-mail: John.Jamieson@lakeheadu.ca. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

PULMONARY MEDICINE

UNIVERSITY OF ALBERTA — The Pulmonary Research Group and the Division of Pulmonary Medicine, University of Alberta invite applications for a Clinical Scientist position at the Assistant Professor or Professor level. The Research Group has major strengths in inflammation, asthma, and epithelial cell function. Applicants require an MD degree with subspecialty training in Pulmonary Medicine, and research training at a post-doctoral level. This individual must be licensed to practice medicine

CAUT ACPPU BULLETIN

PUBLISHER'S STATEMENT

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, handicap, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using gender specific language will not be accepted except when the language has been mandated by Human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of $200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT *Bulletin* may be asked to provide information of a confidential nature.

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 - 14th, St. N.W., Washington, DC 20005; tel: 202-737-5900

DÉCLARATION DE L'ÉDITEUR

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'handicap, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage sexiste ne sont pas acceptées à moins que la loi sur les droits de la personne ne le permettre. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du *Bulletin* une déclaration énoncant ces raisons.

Beaucoup d'universités canadiennes se sont jointes au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 $ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. A cette fin, on pourra demander aux candidat(e)s à certains postes annoncés dans le *Bulletin* de l'ACPPU de fournir des renseignements à caractère confidentiel.

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. A l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th, St. N.W., Washington, DC 20005; tél: (202)737-5900.

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[1] Agency commission 15% (camera-ready artwork required)

[2] These prices indicate a colour advertising surcharge based on number of colours used per page or fraction of page. Separations to be supplied by advertiser.

ADVERTISING DEADLINES

The *Bulletin* is published 10 times during the academic year: 1st week of each month September through June.

SEPT	OCT	NOV
CLASSIFIED Aug 8/97 • 12 pm	CLASSIFIED Sept 8/97 • 12 pm	CLASSIFIED Oct 7/97 • 12 pm
DISPLAY Aug 15/97 • 12 pm	DISPLAY Sept 15/97 • 12 pm	DISPLAY Oct 14/97 • 12 pm

DATES LIMITES

Le *Bulletin* est publié dix fois pendant l'année universitaire, soit la première semaine de chaque mois, de septembre à juin.

SEPT	OCT	NOV
PETITES ANNONCES 8 août/97 • 12h00	PETITES ANNONCES 8 sept/97 • 12h00	PETITES ANNONCES 7 oct/97 • 12h00
GRANDES ANNONCES 15 août/97 • 12h00	GRANDES ANNONCES 15 sept/97 • 12h00	GRANDES ANNONCES 14 oct/97 • 12h00

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[1] Commission de 15 % des agences (illustrations prêtes à photographier)

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ANNONCES CLASSÉES

in Alberta. The successful applicant will have demonstrated outstanding potential and/or capability as an independent investigator and will be expected to develop a research program in asthma. Successful applicants will devote 75% of their time to research. The appointment is not contingent on external salary support, but the applicant will be expected to seek such support. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. Interested candidates should submit their curricular vitae, names and addresses of three references to Dr. Paul Man, Director, Division of Pulmonary Medicine, The University of Alberta, Room WMC 2E4.38, Edmonton, Alberta, T6G 2E1. The closing date is August 31, 1997. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities and members of visible minorities.

RENEWABLE RESOURCES

UNIVERSITY OF ALBERTA — The Department of Renewable Resources, Faculty of Agriculture, Forestry, and Home Economics, University of Alberta seeks to fill an Assistant Professor, tenure-track, teaching/research position in the area of hydrology and watershed management. Applicants should have a PhD. Preference will be given to candidates with at least one degree in forestry and with strong skills in soils and GIS applications. The Faculty emphasizes excellence in teaching; evidence of novel approaches and interest in alternative (non-traditional) teaching methods is desirable. Teaching responsibilities will include undergraduate and graduate level courses in forestland use hydrology and watershed management that deals with the hydrological impacts of land use at a landscape scale. The successful applicant is expected to develop an externally funded research program. Leadership is expected from the applicant for the development of collaborative research, teaching and technology transfer activities both within the University and with partners in industry and government in land and resource management. Position available September 1, 1997. The Assistant Professor salary range is $39,232 to $55,526. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens or permanent residents cannot be found other individuals will be considered. A letter of application, outlining research, teaching, and technology transfer interests, a curriculum vitae, a teaching dossier and names of three referees should be sent to the Chair, Department of Renewable Resources, University of Alberta, Edmonton, Alberta T6G 2H1 by July 18, 1997. Additional information about the Renewable Resources Department, the Forestry program and the Environmental and Conservation Sciences program is available from the Department web page at http://www.ualberta.ca/. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF ALBERTA — The Department of Renewable Resources, Faculty of Agriculture, Forestry and Home Economics, University of Alberta seeks to fill an Assistant Professor, tenure track, teaching/research position in the area of landscape and integrated resource management. Applicants should have a PhD in an area of natural resource management and at least one degree in forestry. Preference will be given to someone with strong skills in modeling and GIS applications. The Faculty emphasizes excellence in teaching; evidence of novel approaches and interest in alternative (non-traditional) teaching methods is desirable. Teaching responsibilities may include courses in undergraduate and graduate forest management and advanced landscape level management for students in forestry and environmental and conservation sciences. The successful applicant is expected to develop an externally funded research program. Leadership is expected from the applicant for the development of collaborative research, teaching and technology transfer activities both within the University and with partners in industry and government in land and resource management. Position available September 1, 1997. The Assistant Professor salary range is $39,232 to $55,526. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens or permanent residents cannot be found other individuals will be considered. A letter of application, outlining research, teaching, and technology transfer interests, a curriculum vitae, a teaching dossier and names of three referees should be sent to the Chair, Department of Renewable Resources, University of Alberta, Edmonton, Alberta T6G 2H1 by July 18, 1997. Additional information about the Renewable Resources Department, the Forestry program and the Environmental and Conservation Sciences program is available from the Department web page at http://www.ualberta.ca/. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

SOCIOLOGY

SAINT MARY'S UNIVERSITY — The Department of Sociology at Saint Mary's University invites applications for a three-year limited term appointment with the possibility of conversion to probationary status at the rank of Assistant Professor commencing September 1, 1997. Candidates should have a PhD. or be near completion, and have a strong record of research and teaching in criminology and criminal justice. Other areas include criminological theory and methods, critical criminology and criminal justice policy. The successful candidate will be expected to teach courses in undergraduate and graduate programs (subject to approval). Applicants are asked to submit a curriculum vitae, an example of recent work, and arrange for three letters of reference to be sent directly to the Hiring Committee Chairperson, Department of Sociology, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Applications will be considered until position is filled. Applicants are responsible for ensuring that their files, including letters of reference are complete. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University is committed to the principle of Employment Equity. Visit our website at www.stmarys.ca.

SAINT MARY'S UNIVERSITY — The Department of Sociology at Saint Mary's University invites applications (subject to budgetary approval) for one contractually-limited, nine-month sessional appointment at the rank of Lecturer or Assistant Professor commencing September 1, 1997. Candidates should have a PhD. or be near completion, and have a successful record of undergraduate teaching. Areas of teaching specialization are introductory sociology and classical sociological theory. Applicants are asked to submit a curriculum vitae, three letters of reference to the Hiring Committee Chairperson, Department of Sociology, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Applications will be considered until position is filled. Applicants are responsible for ensuring that their files, including letters of reference are complete. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University is committed to the principle of Employment Equity. Visit our website at www.stmarys.ca.

SPANISH

CONCORDIA UNIVERSITY — The Department of Classics, Modern Languages and Linguistics invites applications for a five-month limited term appointment in Spanish at the rank of Assistant Professor, effective 1 January 1998. (Pending budgetary approval) Ph.D. required; specialization in the area of Spanish-American literature preferred. Candidates shall be expected to have native or near-native fluency in Spanish and English. Teaching responsibilities are likely to include contemporary Spanish-American literature and cultural issues. Familiarity with Spanish language pedagogy and Computer Assisted Language Learning techniques will be an asset. Applicants for the Department's previously announced tenure-track position will be automatically considered for this post unless the Department receives notification to the contrary. Deadline for applications is September 30, 1997. Please send a letter of application, curriculum vitae and the names of three referees to: Dr. A. TeHeetler, Chair Department of Classics and Modern Languages and Linguistics Concordia University, H-663 1455 de Maisonneuve Blvd. West Montreal, Qc H3G 1M8. In accordance with Canadian immigration requirements, priority shall be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. All things being equal, woman candidates will be given priority.

SURGERY

THE UNIVERSITY OF WESTERN ONTARIO — Faculty of Medicine, Department of Surgery. Chair of General Surgery. The University of Western Ontario Department of Surgery invites applications for the position of Chair of the University Division of General Surgery. Applicants must be eligible to practice in Ontario and hold certification from the Royal College of Physicians and Surgeons of Canada in general surgery. The Department of Surgery is seeking a surgeon with a record of excellence in clinical work and research. Applicants should have good leadership skills and the commitment to teaching and research that is necessary to lead a strong Division of General Surgery. Academic rank will be commensurate with experience. Applicants are invited to forward their curriculum vitae and the names of three referees by June 30, 1997 to: Dr. K.A. Harms, Chair, Selection Committee, Department of Surgery - U.W.O., London Health Sciences Centre/Victoria Campus - SS, 375 South Street, London ON N6A 4G5. Positions are subject to budget approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

ACCOMMODATIONS

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PROVENCE, South of France. 3-bedroom house (furnished) in the picturesque village of Puyloubier, 20km. east of Aix-en-Provence. Phone, washer, central heating $1000.00 per month including utilities. Beth, (416) 978-7458 or 588-2580 or b.Savan@utoronto.ca.

SABBATICAL RENTAL Ottawa South End, 15 minutes drive to Carleton University, single house, quiet, immaculate, 3 or 4 bedrooms, 2.5 baths, 4 appliances, fireplace, fenced yard, garage with automatic opener, central alarm, furnished or unfurnished, available August or September for 12 or 13 months. Phone (613) 520-2600 extension 7456, or e-mail zchen@ccs.carleton.ca.

SABBATICAL RENTAL — Kingston, Ont: Furnished two bedroom home, with den. Gas heating, central air conditioning, 10 minute drive from Queen's/downtown. $750 month + utilities. Flexible dates: 6-12 months, starting January 1998. Telephone (613) 389-9187.

NATIONAL UNIVERSITY OF SINGAPORE
Department of Sociology

Applications re invited for teaching appointments in the Department of Sociology from candidates who should possess a PhD degree in Sociology, and have teaching/research interests in the following areas:

(1) Research Methods
(2) Social Policy and Programme Evaluation
(3) Social Theory
(4) Deviance and Social Control
(5) Urban Sociology
(6) Applied Sociology

Preference will be given to those who have teaching and/or research experience within Southeast Asia.

Established in 1965, the Department offers courses leading to the degrees of BA and BSocSci (Honours), MSocSci, MSocSci (Applied Sociology) and PhD. With a current strength of 36 full-time faculty and over a thousand students reading one or more of the 50 modules offered, the Department ranks as one of the largest Sociology departments in the world. It also maintains close ties with a variety of international organizations and foreign universities and research institutes.

Apart from its firm commitment to teaching, the Department emphasizes excellence in research and publication. Many of the works of staff are published by major international journals and presses. Staff members also serve in various capacities in professional associations and as research consultants to government ministries and voluntary organizations.

The Department's main research focus is on social change, economic sociology, problems of multiethnic and multireligious societies, social policy and comparative Southeast Asian studies. Funding for research are available. Staff members are also very active in applied research and in providing consultancy services to both public and private organizations.

The University provides a computer-intensive environment for both teaching and research. All academic staff will be given a networked personal computer with access to a Cray supercomputer, UNIX hosts, departmental laser printers, a wide spectrum of software, on-line library catalogue, CD-ROM databases, Video-on-Demand, iNtv and Internet.

Gross annual emoluments range as follows:

Lecturer	S$ 58,390 - 74,300
Senior Lecturer	S$ 67,940 - 138,090
Associate Professor	S$ 122,460 - 170,100

(C$1.00 = S$1.01 approximately)

In addition, a 13th month Annual Allowance (of one month's salary) and an Annual Variable Component (of normally 2 months' salary) may be payable at year end, under the flexible wage system, to staff on normal contracts. The commencing salary will depend on the candidate's qualifications, experience and the level of appointment offered.

Leave and medical benefits will be provided. Depending on the type of contract offered, other benefits may include: provident fund benefits or an end-of-contract gratuity, a settling-in allowance, subsidized housing, education allowance for up to three children subject to a maximum of S$16,425 per annum per child, passage assistance and baggage allowance for the transportation of personal effects to Singapore. Staff members may undertake consultation work, subject to the approval of the University, and retain consultation fees up to a maximum of 60% of their gross annual emoluments in a calendar year.

Application forms and further information may be obtained from:

The Director
Personnel Department
National University of Singapore
10 Kent Ridge Crescent
Singapore 119260
Fax: +65 778 3948

The Director
North America Office
National University of Singapore
55 East 59th Street
New York, NY 10022, U.S.A.
Tel: +212 751 0331

Email: PERQDP@NUS.SG
Web site: http://www.nus.sg/NUSInfo/Appoint/APPL1.HTM

Only shortlisted candidates will be notified

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ASSISTANT/ASSOCIATE PROFESSOR IN MANUFACTURING ENGINEERING

The University of Calgary, Department of Mechanical Engineering invites applications for an Assistant/Associate Professor in the area of Intelligent Manufacturing, effective November 1, 1997. This appointment is a full-time three-year Limited Term. At the end of the three-year period an extension of appointment will be considered.

Qualifications: A doctorate in Manufacturing, Industrial or Mechanical Engineering, or other appropriate area, a strong research commitment and expertise in Intelligent Systems and/or Intelligent Manufacturing are required. Preferred qualifications include University or industrial post-graduate experience and proficiency in one or more of the following areas:

- Advanced Manufacturing Systems
- Distributed Planning and Control
- Distributed Manufacturing Systems
- Enterprise Integration
- Integrated Supply Management
- Artificial Intelligence

Responsibilities include research and teaching at the undergraduate and graduate levels. The successful candidate will be associated with the Nortel Chair of Intelligent Manufacturing and will have a half-time teaching load.

At this advertising stage, both qualified Canadians and non-Canadians are encouraged to apply. The University of Calgary is committed to Employment Equity.

Please send applications, a full curriculum vitae, and the names of three referees by August 31, 1997 to:

Professor G.T. Reader
Head, Department of Mechanical Engineering
2500 University Drive N.W.
Calgary, Alberta, Canada T2N 1N4
Fax: 403-282-8406
E-mail: enmeadm@enme.ucalgary.ca

THE UNIVERSITY OF CALGARY

www.ucalgary.ca

President
The University of Regina

The University of Regina invites applications and nominations for the position of President and Vice-Chancellor.

The University of Regina is a mature university with an enrolment of more than 11,000 full-time and part-time students and an annual budget of $90,000,000. Originating with Regina College in 1911, it became an independent university in 1974. With federation agreements with the Saskatchewan Indian Federated College, Luther College and Campian College, the University has many unique and innovative programs. It offers a broad range of teaching and research programs through eight Faculties and two Schools.

The President and Vice-Chancellor is the chief executive officer of the University, an ex-officio member of the Board of Governors, and Chair, Executive of Council. The successful candidate will be an individual with exceptional leadership qualities who possesses appropriate academic credentials, extensive administrative experience in a comparable environment of significant size and complexity, a thorough grasp of contemporary issues in post-secondary education, and the ability to work collegially and effectively with faculty, staff, students, alumni, governments, and the University's external constituencies. The starting date for this appointment is July 1, 1998.

Applications and nominations should include a brief statement of the qualifications and specific achievements. The University of Regina is committed to employment equity and welcomes applications from all qualified candidates. Canadian aboriginal people, persons with a disability, members of visible minorities and women are invited to identify themselves as members of these designated groups on their applications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The search will continue until the position is filled. All documentation will be treated confidentially and should be directed to Mr. Jim Lundy, at the address shown at left.

The LANDMARK Consulting Group Inc.

1455 Lakeshore Road
Suite 206-S
Burlington, Ontario
L7S 2J1
Fax. (905) 634-1882

York's Victory — A Lesson for Us All

BILL BRUNEAU

STRIKES TAKE ENERGY, TIME, COMMITMENT AND ABLE leadership. At York University our colleagues showed they had more than enough energy, time, commitment and able leadership to see them through the longest strike in the history of Canada's English-language universities.

I won't soon forget hours and days spent with YUFA members on cold and blustery (and occasionally dangerous) picket lines. The talk, the walk, the songs, the marches and the tough arguments, all were signs of strong community in a great university.

Across Canada, provincial governments and university administrators watched every move that YUFA made. The York strike was seen as a precedent in Canada and in Ontario. It was precedent setting not just on the central issues — compensation, retirement plan, class size, and tech change — but also on two broad issues we "outsiders" fully appreciated only as the strike wore on.

Toward the end of the strike I addressed a huge membership meeting. Just before the meeting, like all YUFA strike meetings I attended, there was an informal "pre meeting" of about 100 members.

The argument at that meeting was that the union's claims weren't just about compensation, a fair retirement deal, and demands for improved working conditions (especially sensible class sizes). Yes, these were important, but they also raised questions about equity. It had become obvious that compensation at York was not equitably distributed, nor were retirement benefits.

Although the system is fairer now than it was before the strike there is still some distance to go at York before that university becomes equitable in every sense. This is, of course, true for all our universities, and we can thank York for showing ways of thinking critically and constructively about this whole question.

In the final days before the strike's end, another informal group met to discuss university governance and how governance might be changed after the strike. Here again, there was

no doubt about members' strong support of strike action. They understood the issues dividing the union from the administration. But these colleagues were also thinking back and thinking ahead, asking how they could reduce the likelihood of another strike of this kind.

Their main point was simply that academic governance at York had gotten away from the professoriate. It had become possible at York to say that class size and academic quality were not related; that budget decisions had nothing to do with academic decisions; that corporate direction of the university was both necessary and inevitable; and that centralized, "managerialist" decision-making had begun to blur the differences between administrative/financial convenience and academic necessity.

The solution on this front was, according to this group, likely to be time-consuming and difficult, but far preferable to governance by fiat followed by strikes.

The first step is to reclaim the senate for the professoriate, within the limits set out by legislation. A second is to give the senate the great political and administrative strength it deserves. The YUFA senate caucus was, after all, a key player during the strike, ensuring that administrative unilateralism was effectively countered. If the senate could help to mitigate and even to end the strike, surely it could become a lever for more profound change.

The governance discussion group concluded that York's students, publics and professors should now "examine the 'culture' which makes it hard for people to speak out on committees, councils and senate; to make the Senate Nominating Committee an open and participatory body; to monitor the board of governors; and to consider holding university-wide symposia about the institution's culture and standards (how could we have got to the stage of allowing corporate 'logos' on courses without careful prior discussion?)"

Yes, this was a strike about dangerous policies and practices that threaten all of us, in every Canadian university. But it was about equity and governance, too.

The York strike was, and is, a call to action of a kind we hear too rarely. For the courage and determination we saw at York, we say bravo! And now, it's for the rest of us to take back our universities. ■

La victoire à York : une leçon pour tous

FAIRE UNE GRÈVE EXIGE DE L'ÉNERGIE, DU TEMPS, de la bonne volonté et un solide leadership. Nos collègues de l'Université York ont prouvé qu'ils possédaient en quantité de l'énergie, du temps, de la bonne volonté et un solide leadership après avoir vécu la plus longue grève de l'histoire des universités canadiennes-anglaises.

Je n'oublierai pas de si tôt les heures et les journées passées avec les membres de la YUFA sur les lignes de piquetage par un temps froid et venteux, et parfois dans des circonstances dangereuses. Les conversations, la marche, les chansons, les manifestations et les arguments âpres étaient des signes d'une collectivité forte dans une grande université.

Dans tout le Canada, les gouvernements provinciaux et les administrateurs universitaires surveillaient chaque geste de la YUFA. La grève de l'Université York est considérée comme un précédent au Canada et en Ontario non seulement pour des questions fondamentales comme la rémunération, le régime de retraite, la taille des classes et les changements technologiques. Elle est aussi considérée comme un précédent pour deux grandes questions que nous, de l'extérieur, avons reconnu seulement à mesure que la grève s'étirait.

Vers la fin de la grève, j'ai pris la parole devant les membres de l'association venus massivement à une assemblée. Juste avant l'assemblée, comme pour toutes les réunions de la YUFA auxquelles j'ai assisté pendant la grève, une centaine de membres se sont réunis officieusement.

On a fait valoir à cette réunion que les revendications syndicales ne se limitaient pas seulement à la rémunération, à un régime de retraite équitable et à l'amélioration des conditions de travail (surtout des classes de taille raisonnable). Ces revendications étaient bien sûr importantes mais elles soulevaient aussi la question de l'équité. Il est en effet devenu évident que ni la rémunération des professeurs de York ni les prestations de retraite n'étaient équitables.

Bien que le système soit plus juste maintenant qu'il ne l'était avant la grève, il reste encore des progrès à faire avant que l'université devienne équitable à tous points de vue. Il en va de même pour toutes nos universités et nous pouvons remercier York de nous avoir montré comment on pouvait réfléchir de manière critique et constructive sur toute cette question.

Durant les derniers jours de la grève, un autre groupe informel s'est réuni pour discuter de la direction de l'université et de la manière de la modifier après la grève. Ces collègues appuyaient toujours aussi vigoureusement la grève, il n'y avait aucun doute là-dessus. Ils comprenaient les différends entre le syndicat et l'administration. Toutefois, ils prenaient aussi du recul et pensaient à l'avenir, se demandant comment ils pourraient réduire la probabilité d'une autre grève de ce genre.

Leur principal argument était simplement que la direction de l'université s'était éloignée du corps professoral. Il était maintenant possible de déclarer à York que la taille des classes et la qualité de l'enseignement n'étaient pas reliées, que les décisions budgétaires n'avaient rien à voir avec les décisions pédagogiques, que la participation du secteur privé était nécessaire et inévitable, et que la prise de décision centralisée et directive avait commencé à brouiller les différences entre la commodité administrative et financière et la nécessité universitaire.

Le groupe estime que sa solution, dont la mise en oeuvre risque de prendre du temps, est de loin préférable à une direction par décrets suivis de grèves.

La première étape consistera à récupérer la place du corps professoral au sein du conseil d'université, dans les limites prescrites par la loi. Il faudra ensuite redonner au conseil d'université la grande force politique et administrative qu'il mérite. L'équipe de la YUFA membre du conseil d'université a d'ailleurs joué un rôle de premier plan pendant la grève en veillant sans cesse à parer l'attitude unilatérale de l'administration. Si le conseil d'université a pu contribuer à atténuer la grève, voire à y mettre fin, il pourrait certainement devenir un agent de changement plus profond.

Le groupe de discussion sur la direction a conclu que les étudiants, le public et les professeurs de York devraient désormais se pencher sur la «culture» interne qui permet difficilement à des personnes d'intervenir aux comités, aux conseils de faculté et au conseil d'université. Ils devraient rendre transparent et participatif le comité des nominations du conseil d'université. Ils devraient surveiller le conseil d'administration et envisager la tenue de symposiums à l'échelle de l'université sur la culture et les normes de l'établissement. (Comment en sommes-nous arrivés à permettre d'accoler à des cours le nom d'entreprises privées sans en avoir discuté sérieusement au préalable?)

Cette grève a en effet porté sur les politiques et les pratiques dangereuses qui nous menacent tous dans chaque université du Canada. Elle a porté aussi sur l'équité et la direction.

La grève de l'Université York a été et est un appel à l'action, un genre d'action que l'on voit trop peu souvent. Disons bravo au courage et à la détermination de nos collègues de York! Il nous incombe maintenant de reprendre nos universités. ■